

DESCRIPTION: Under close clinical supervision of a Licensed Mental Health Practitioner or other qualified professional, provides mental health services to persons under the care/custody of the state/living in state-owned/operated facilities/institutions. Duties include conducting individual, family and/or group therapy with persons served and/or family members consistent with the goals established by the interdisciplinary treatment team. Supervision, as clinically needed but at least one hour per week, through direct observation, video/audio tape, two way mirror, review of written assessments and progress notes. Performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

This is the first level in a series of three (MHP I, II and Supervisor). Persons occupying this class are provisionally licensed and working to obtain the required number of supervised hours for full licensure. The next level (MHP II) is for persons who are fully licensed and the third level (MHP Supervisor) is for persons fully licensed, and clinically and administratively supervising both licensed and provisionally licensed incumbents.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Under clinical supervision, conducts assessments of psychosocial status and needs of individuals served, incorporating information obtained through psychological evaluations, social work assessments, individual history and direct clinical observation to develop and/or recommend changes to treatment plans.

Under clinical supervision, assists an individual to understand, solve, prevent and/or cope with problems such as, but not limited to, areas of education, vocation and/or interpersonal relationships, in a social environment.

Under clinical supervision, provides individual therapy, i.e., a private, one-to-one session following a theory-based approach which uses counseling techniques to deal with thoughts, feelings and behaviors in the treatment of mental or emotional disorders and maladjustment. Goals of individual therapy are typically to relieve psychological distress, attain insight into the nature of the individual's disorder and/or to assist the person in decision making and acquiring new behaviors.

Under clinical supervision, provides group therapy, using group dynamics to facilitate communicating about thoughts, feelings, and behaviors in order to produce changes that help individuals within the group to relieve emotional distress, attain insight into the nature of the participants' problems and/or improve adaptive functioning, interpersonal relationships and social functioning.

Under clinical supervision, provides family therapy, i.e., a private therapeutic relationship involving two or more members of a nuclear or extended family and/or significant other individuals and one or more therapists. This course of therapy is designed to follow a theory-based pattern or rationale focusing on inter-familial relationships, interactions and structure, and when required, on the family's response to the presence within the family of a person with a mental or emotional disorder.

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Subject to supervisor's review, revision and approval, and consistent with governing standards, compiles progress notes and documents assessments and treatment activities.

May be assigned case management duties by the interdisciplinary treatment team including: facilitating team meetings, assuring completeness of individual treatment plans or other case management activities.

May serve as treatment plan coordinator for individuals as assigned by the interdisciplinary treatment team. Responsible for updating the treatment plan as appropriate. Discusses progress of individual with treatment team.

May attend and participate in various team meetings and committees.

May provide consultation to others on treatment issues.

May administer tests and assessment tools that are not regulated by other discipline laws.

May design and present inservice training in areas of clinical expertise such as specialized therapeutic techniques, review of relevant research, etc.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: the DSM, patterns and processes of normal growth and development, mental and emotional disorders, behavior management, behavioral modifications, and psycho educational training; individual, family and group therapy techniques, group dynamics; theories of interventions including system theories and bio-psychosocial, social and cultural factors as related to mental health; program specific treatment issues, applicable agency policies; program specific philosophy, policy and procedures; application of the most appropriate interventions to various case needs.

Ability to: demonstrate the application of therapy methods and techniques; communicate effectively with patients and staff; conceptualize, integrate and express interdisciplinary input; explain the significance of behavior patterns and signs to other staff members; prepare written reports; monitor patient progress in therapy and recommend new strategies, facilitate meetings, design and present inservice training.

Skill in: assessment, interpersonal relationships; utilizing psychological techniques; conducting individual, family and/or group therapy, case management.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Master's Degree in Social Work, Counseling, Marriage and Family Therapy, Human Development, Psychology, Family Relations, Vocational Rehabilitation, Art Therapy, Divinity, Human Resources, Naturopathy, Mental Health or other field related to and approved by the Nebraska Department of Health and Human Services in order to become a Licensed Mental Health Practitioner.

LEGAL REQUIREMENTS:

Must possess a provisional license for mental health practice.

SPECIAL NOTES:

Incumbent must be actively pursuing licensure to become licensed as a Mental Health Practitioner within two years by providing mental health services under the direct clinical supervision of a Licensed Mental Health Practitioner or other qualified professional with at least one supervisory contact per week and performing 1500 hours of direct client contact and 1500 hours of case management work.

Individuals who fail the test for licensure within the 2 year period will be allowed a maximum of six months to retake the test and become licensed as a Mental Health Practitioner. If the individual fails to become licensed within the 6 months as notified by the facility, alternative employment at the facility may be sought. If no alternative employment is available at the facility, employment will be terminated.

At the Department of Correctional Services, successful applicants will undergo a medical exam, drug test and thorough background security check. Once employed, all incumbents must successfully complete a pre-service training program.

Employees in this class are subject to random drug testing.

State agencies are responsible to evaluate each of their positions to determine the individual overtime eligibility status using the Fair Labor Standards Act (FLSA) regulations and exemption criteria.