

DESCRIPTION: Under limited supervision, performs technical tasks in the areas of assessment, observation, diagnostic planning, treatment monitoring, skill training, data management and/or evaluation of program components for individuals with intellectual or other developmental disabilities and/or mental illness served in a 24-hour facility and community-based treatment settings, within a treatment service program. Incumbents participate as an interdisciplinary team member; 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 second and final classification level in the Human Services Treatment Specialist class series. Positions in this class develop and assess treatment and habilitative programs for clients within a state owned 24-hour care facility and clients located in a community partnership setting. Positions allocated to the Human Services Treatment Specialist I class do not perform such work for clients in community-based treatment settings. Positions in this class do not provide direct care services to clients located within a state owned 24-hour care facility; therefore, it is differentiated from the Psychiatric Technician and Mental Health Security class series.

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

Performs research and develops, implements, assesses and provides for short-term intensive treatment services to persons with intellectual or other developmental disabilities and/or mental illness.

Collaborates with and acts as a liaison between the facility and the community on issues regarding behavioral management programs and related areas.

Represents the facility in interacting with community contacts, parents and guardians regarding issues concerning persons served.

Conducts intensive consultation with professional teams in a variety of transitional and/or community settings.

Participates in planning sessions with psychology and other professional discipline staff to evaluate and determine specific objectives and goals for the persons served.

Conducts pre-admission assessments and discharge preparation planning with community providers to ensure appropriate placement to meet the needs of the individuals served.

Performs behavioral observations and assessments to assist in the design of treatment continuums and coordinates training on interventions and techniques as necessary.

Participates in research design, data collection and collation and program component evaluation.

Assists on-site staff in the implementation of individual and group behavior treatment continuums in a 24-hour facility and a community setting.

Conducts follow-up reviews within a community setting to ensure treatment integrity and to maximize successful community-based placement.

H76312 - HUMAN SERVICES TREATMENT SPECIALIST II (continued)

Assists in the evaluation and training of community professionals and service provider staff members in the implementation of behavioral management programs and other treatment continuums.

Facilitates interdisciplinary and community team meetings.

May function as a case manager to ensure persons served receive timely and comprehensive care.

May be required to assess challenging behaviors and direct the use of emergency mechanical restraints.

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

Knowledge of: applicable state, federal and Medicaid standards, policies and procedures; developmental disability and/or mental health service delivery systems; the aspects of intellectual or other developmental disabilities and/or mental illness and their associated behaviors; emotional/behavioral disorders; the principles and practices of active treatment concepts; modern behavior modification principles and practices; behavioral intervention/management principles, processes and/or procedures; behavioral assessment techniques; individual rights and needs; principles and methods for curriculum and training design; problem solving and planning techniques; research design and statistics; quality improvement principles.

Skill in: fostering and maintaining interpersonal relationships; problem solving; time management and organization of work; crisis intervention; communicating information so others will understand; listening to and understanding information received from others; performing follow-up activities; coaching and training staff and clients served; facilitating meetings.

Ability to: utilize effective intervention techniques and procedures; analyze situations and realize the impact of decisions; work independently with minimal supervision; participate on an interdisciplinary team; monitor individual progress on assigned interventions; communicate effectively with staff members, community partners, family members, guardians and persons served; gather and analyze assessment information such as environmental, psychological, psychiatric and social; write and complete reports; develop habilitation/treatment plans using effective treatment strategies; create and deliver preventive and proactive interventions; foster and maintain working relationships with community partners, parents, guardians and/or family of individuals served; learn and implement a multi-modal functional approach.

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

Bachelor's degree in a human services field, such as psychology, sociology, special education, counseling, human development, education or speech communication AND experience working with persons with intellectual or other developmental disabilities and/or mental illness AND experience developing training, treatment or habilitation programs. Equivalent education and/or experience may substitute for the educational requirement on a year-for-year basis.

SPECIAL NOTE:

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).