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Behavioral Health Practitioner

H72551 – V72556

DESCRIPTION OF OCCUPATIONAL WORK

Positions in this series provide mental health and/or alcohol/drug treatment services to persons under the care/custody of the state or 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.

Positions are allocated to levels within this series based on their licensure status, type of treatment services assigned, or classifications of positions supervised. The first level requires provisional licensure in one field. The second and fifth levels require full licensure in one field. The third level requires full licensure in one field and provisional licensure in a second field. The fourth and sixth levels require full licensure in two fields or licensure as Independent Mental Health Practitioner.

Behavioral Health Practitioner I

H72551

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

Positions in this level work under close clinical supervision of a qualified licensed professional. Teammates occupying positions in this class are provisionally licensed/certified in one of two fields - mental health or alcohol and drug treatment/counseling and are working to obtain the required number of supervised hours for full licensure. This class cannot be a permanent assignment; teammates must obtain full licensure in either mental health or alcohol/drug counseling to maintain employment.

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.)

Mental Health:

Under close clinical supervision:

- Conduct assessments of psychosocial status and needs of individuals served.

- Provide individual, group and family therapy.
- Compile progress notes and documents assessment and treatment activities.
- Serve as treatment plan coordinator for individual cases.
- Provide consultation to others on treatment issues.
- Provide mental health services to sex offender population.

Alcohol and Drug Counseling:

Under close clinical supervision:

- Administer, score, and interpret chemical dependency assessments to evaluate individuals for appropriate treatment modalities.
- Conduct evaluation and personal history review of clients.
- Develop and revise treatment plans.
- Provide chemical dependency education to clients.
- Provide individual and group substance abuse counseling.
- Maintain necessary files, reports and clinical documentation.

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 biopsychosocial, social and cultural factors as related to mental health and substance abuse; core functions of alcohol and drug counseling; general counseling theories and methods adapted to specific addiction theory and research for the express purpose of treating any alcohol or drug abuse, dependence or disorder; signs/symptoms of alcohol and drug abuse, dependence and disorders; physical and mental problems of clients with alcohol and drug abuse, dependence or disorders; communication techniques; community programs and organizations related to chemical dependency program specific treatment issues, applicable agency policies; program specific philosophy, policy and procedures; application of the most appropriate interventions to various case needs.

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

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 in-service training.

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

Mental Health: Provisional license to practice as a mental health practitioner in Nebraska.

Alcohol and Drug Counseling: Provisional license to practice alcohol and drug counseling in Nebraska.

LEGAL REQUIREMENTS: (These qualifications are mandated by federal/state laws, statutes, and/or regulations.)

Licensure requirements pursuant to Nebraska State Statutes 38-2123 and 38-314.

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Behavioral Health Practitioner II

H72552

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

Positions in this level work under limited supervision to perform independent, professional counseling/treatment services in either mental health counseling or alcohol/drug counseling. Teammates occupying positions in this class are fully licensed/certified in one of two fields - mental health or alcohol and drug treatment/counseling. Positions may provide clinical supervision to provisionally licensed individuals working to obtain the required number of hours of supervised experience needed for full licensure in the same field.

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.)

Mental Health:

Independently provide mental health services and activities and related work to include the following:

- Provide individual therapy using a theory-based approach to address a mental health issue.
- Provide group therapy using a theory-based approach to address mental health issues.
- Compilation of progress notes and documents related to treatment activities in accordance with state statutes and professional standards.
- Development of mental health treatment plans.
- Serve as a member of an interdisciplinary treatment team.
- Provide consultation to others on treatment issues.
- Provide mental health services to a sex offender population.

Alcohol and Drug Counseling:

Independently provide clinical alcohol and drug treatment services and related activities include those listed below. These may include performing any of the 12 core function activities (screening, intake, orientation, assessment, treatment planning, counseling (individual, group, significant others), case management, crisis intervention, client education, referral, reports and record keeping, and consultation with other professionals) defined in Nebraska state statute.

- Provide individual and group counseling to address alcohol and drug related issues.
- Develop and revise treatment plans to address alcohol and drug related issues.
- Maintain necessary files, reports and written clinical documentation.
- Provide chemical dependency education to clients
- Administer, score, and interpret chemical dependency assessments to evaluate individuals for appropriate treatment modalities.
- Conduct evaluation and personal history review of clients.

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

Knowledge of: DSM, patterns and processes of normal growth and development; mental and emotional disorders; behavior management and modification; applied behavior analysis; signs and symptoms of alcohol and drug abuse, dependence or disorders; psycho educational training; individual, group, and family therapy techniques; system theories and bio-psychosocial intervention theories; social and cultural factors as related to mental health and substance abuse; physical and mental problems of clients with alcohol and drug abuse, dependence or disorders; program specific treatment issues; methods and resources available for educating clients in chemical dependency; applicable agency policies and organizations; program specific philosophies, policies, and procedures.

Skill in: individual and group counseling; communicating effectively; screening, assessment, and diagnosis; managing conflict; diffusing anger and maintaining a controlled environment.

Ability to: demonstrate the application of therapy methods and techniques; communicate in person, by telephone, as a group facilitator, and in written formats with persons served, other staff, families, and other agencies; monitor patient progress and recommend new strategies; prepare written reports; document findings and treatment; conceptualize, integrate and express interdisciplinary input; explain the significance of behavior patterns and signs to patients and other team members.

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

Mental Health Practitioner: Nebraska License as Mental Health Practitioner.

Alcohol and Drug Counseling: Nebraska License as Alcohol and Drug Counselor.

[LEGAL REQUIREMENTS:](#) (These qualifications are mandated by federal/state laws, statutes, and/or regulations.)
Licensure requirements pursuant to Nebraska State Statutes 38-2122 and 38-316.

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Behavioral Health Practitioner III

H72553

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

Positions in this level are fully licensed in either mental health counseling or alcohol/drug counseling to independently provide the respective counseling/treatment services under that licensure and are provisionally licensed in either mental health counseling or alcohol/drug counseling to provide the respective counseling/treatment services under close clinical supervision.

Teammates occupying this class are working to obtain the required number of hours of supervised practice for full licensure in another field. This class cannot be a permanent assignment due to provisional licensure status in one field.

[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.)

Independently performs professional level counseling/treatment services/activities in one of two fields (mental health or alcohol and drug counseling) as described in the Behavioral Health Practitioner II class specification.

AND

Under close clinical supervision, provides counseling/treatment services/activities in another field (mental health or alcohol and drug counseling) as described in the Behavioral Health Practitioner I class specification.

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

Knowledge of: DSM, patterns and processes of normal growth and development; mental and emotional disorders; behavior management and modification; applied behavior analysis; signs and symptoms of alcohol and drug abuse, dependence or disorders; psycho educational training; individual, group, and family therapy techniques; system theories and bio-psychosocial intervention theories; social and cultural factors as related to mental health and substance abuse; physical and mental problems of clients with alcohol and drug abuse, dependence or disorders; program specific treatment issues; methods and resources available for educating clients in chemical dependency; applicable agency policies and organizations; program specific philosophies, policies, and procedures.

Skill in: individual and group counseling; communicating effectively; screening, assessment, and diagnosis; managing conflict; diffusing anger and maintaining a controlled environment.

Ability to: demonstrate the application of therapy methods and techniques; communicate in person, by telephone as a group facilitator, and in written formats with persons served, other staff, families, and other agencies; monitor patient progress and recommend new strategies; prepare written reports; document findings and treatment; conceptualize, integrate and express interdisciplinary input; explain the significance of behavior patterns and signs to patients and other team members.

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

Nebraska license as Mental Health Practitioner or Nebraska license as Alcohol and Drug Counselor.

AND

Nebraska Provisional License as Mental Health Practitioner or Nebraska Provisional License as Alcohol and Drug Counselor.

[LEGAL REQUIREMENTS:](#) (These qualifications are mandated by federal/state laws, statutes, and/or regulations.)

Licensure requirements pursuant to Nebraska State Statutes 38-2122, 38-2123, 38-314, and 38-316.

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Behavioral Health Practitioner IV

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

Under limited supervision, positions at this level are utilized in two ways: 1) independently performs professional level counseling/treatment services/activities in both mental health and alcohol and drug counseling, where full licensure in both mental health and alcohol and drug counseling is required, or; 2) performs the scope of practice under the Independent Mental Health Practitioner license, which includes diagnosis and treatment of major mental illness/disorders, without supervision or consultation. Teammates occupying this class may also provide clinical supervision to a provisionally licensed person in the same field[s].

[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.)

Independently performs professional level counseling services in the fields of mental health and alcohol and drug counseling as described in the Behavioral Health Practitioner II class specification.

Serve as a liaison with community treatment agencies.

May provide provisions of mental health treatment within the scope of the Independent Mental Health Practitioner licensure to include diagnosing major mental illness or disorder, using psychotherapy with individuals suspected of having major mental or emotional disorders, or using psychotherapy to treat the concomitants of organic illness, with or without consultation with a qualified physician or licensed psychologist.

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

Knowledge of: DSM, patterns and processes of normal growth and development; mental and emotional disorders; behavior management and modification; applied behavior analysis; signs and symptoms of alcohol and drug abuse, dependence or disorders; psycho educational training; individual, group, and family therapy techniques; system theories and bio-psychosocial intervention theories; social and cultural factors as related to mental health and substance abuse; physical and mental problems of clients with alcohol and drug abuse, dependence or disorders; program specific treatment issues; methods and resources available for educating clients in chemical dependency; applicable agency policies and organizations; program specific philosophies, policies, and procedures.

Skill in: individual and group counseling; communicating effectively; screening, assessment, and diagnosis; managing conflict; diffusing anger and maintaining a controlled environment.

Ability to: demonstrate the application of therapy methods and techniques; communicate in person, by telephone as a group facilitator, and in written formats with persons served, other staff, families, and other agencies; monitor patient progress and recommend new strategies; prepare written reports; document findings and treatment; conceptualize, integrate and express interdisciplinary input; explain the significance of behavior patterns and signs to patients and other team members.

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

State of Nebraska licenses as Mental Health Practitioner **and** Alcohol and Drug Counselor.

LEGAL REQUIREMENTS: (These qualifications are mandated by federal/state laws, statutes, and/or regulations.)

Licensure requirements for all levels pursuant to Nebraska State Statutes 38-2122, 38-2124, and 38-316.

SPECIAL NOTES (Behavioral Health Practitioner IV):

Some positions in this classification may require licensure as an Independent Mental Health Practitioner.

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Behavioral Health Practitioner Supervisor I

V72555

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

Under administrative direction, this supervisory level provides administrative supervision to a minimum of 3 FTE professional level staff having licensure in only one field, the same field as the supervisor. Positions may provide clinical supervision to provisionally licensed individuals working to obtain the required number of hours of supervised experience needed for full licensure in the same field. Teammates in this class also perform professional level counseling and/or treatment services in the field for which he/she holds licensure.

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.)

Plans, organizes, coordinates, and controls the unit's operations/programs to establish operational priorities, to coordinate these operations with other functions within the agency, and to ensure program objectives and standards are established and attained and are congruent with overall goals.

Determines and requests staff, material, and equipment needed for the operations/programs managed to contribute to the formulation and justification of budgetary requests for the agency as a whole.

Develops performance evaluation standards and procedures to provide information to the assigned staff members on the expectations of individual work performance and to ensure complete and objective appraisal of a teammate's performance.

Counsels and confers with assigned staff to explain work policies, procedures, and guidelines and to formulate and identify the characteristics and impact of possible solutions to work-related problems.

Reviews and compares work performance and/or products of assigned staff with established standards to determine employee production levels and training needs, and to determine appropriate personnel actions such as promotions, disciplinary actions, status changes, separations, and grievance dispositions, for recommendation to agency management.

Trains assigned staff in the principles, practices, policies, and/or procedures of services/therapy to maintain and/or improve the production levels of employees in accordance with established work performance standards and to meet training requirements.

Performs the full scope of services/activities as allowed by statutes/ regulations for the fields in which the teammate holds license/certification.

Coordinates and participates in interdisciplinary/multi-disciplinary/treatment team meetings. Ensures completeness of treatment plans or other case management functions or update of treatment plans. Contributes suggestions for therapeutic interventions and recommendations.

Serves as liaison with service agencies consulting on client cases to ensure efficiency and continuity in providing services.

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

Knowledge of: professional ethics; therapeutic methods for providing crisis intervention and group and individual therapy; psychiatric medications and their side effects; interpersonal dynamics; mental and emotional disorders; social and cultural factors as related to mental health; patterns and processes of normal growth and development; adult education; sound correctional security measures; case planning and development; department and institutional rules and regulations; institutional and community based resources; program development and evaluation; personnel rules; the NAPE/AFSCME contract; continuous quality improvement; agency mission, goals and objectives, federal, state, and institutional policies/procedures; chemical dependency testing procedures; community referral resources; clinical and supervision and leadership.

Skill in: active listening; effective communication; presenting information to groups and/or individuals; persuasion; social perceptiveness; conducting client assessments; treatment planning; client progress documentation.

Ability to: communicate and deal with a wide range of individuals; make sound decisions; solve problems; function effectively as a team member; develop program specific philosophies, policies, and procedures; explain the significance of behavior patterns and signs to patients and other team members; monitor patient progress and recommend new strategies; prepare written reports; document findings and treatment; provide crisis intervention; manage and organize; provide supervision and leadership to staff members; facilitate conflict resolution; function effectively as a team leader; react to crisis situations; administer a budget; follow legal and ethical standards; establish expectations and evaluate performance; identify and resolve problems; and successfully apply supervisory and leadership skills with employees and in direct client care settings.

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

Mental Health Practitioner: Nebraska License as Mental Health Practitioner.

Alcohol and Drug Counseling: Nebraska License as Alcohol and Drug Counselor

LEGAL REQUIREMENTS: (These qualifications are mandated by federal/state laws, statutes, and/or regulations.)
Licensure requirements pursuant to Nebraska State Statutes 38-2122 and 38-316.

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Behavioral Health Practitioner Supervisor II

V72556

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

Under administrative direction, positions at this level are utilized in two ways: 1) administratively supervises a minimum of 3 FTE professional level staff individually licensed in two fields of counseling/treatment (Mental Health and Alcohol and Drug Counseling) and possess full licensure in both mental health and alcohol and drug counseling or; 2) is licensed as an Independent Mental Health Practitioner and administratively supervises a minimum of 3 FTE professional level staff possessing the Independent Mental Health Practitioner licensure. Teammates in this class also perform professional level counseling and/or treatment services in the field for which he/she holds licensure and provide clinical supervision to a provisionally licensed person in the same field[s].

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.)

Plans, organizes, coordinates, and controls the unit's operations/programs to establish operational priorities, to coordinate these operations with other functions within the agency, and to ensure program objectives and standards are established and attained and are congruent with overall goals.

Determines and requests staff, material, and equipment needed for the operations/programs managed to contribute to the formulation and justification of budgetary requests for the agency as a whole.

Develops performance evaluation standards and procedures to provide information to assigned staff members on the expectations of individual work performance and to ensure complete and objective appraisal of a teammate's performance.

Counsels and confers with assigned staff to explain work policies, procedures, and guidelines and to formulate and identify the characteristics and impact of possible solutions to work-related problems.

Reviews and compares work performance and/or products of assigned staff with established standards to determine employee production levels and training needs, and to determine appropriate personnel actions such as promotions, disciplinary actions, status changes, separations, and grievance dispositions, for recommendation to agency management.

Trains assigned staff in the principles, practices, policies, and/or procedures of services/therapy to maintain and/or improve the production levels of employees in accordance with established work performance standards and to meet training requirements.

Performs the full scope of services/activities as allowed by statutes/ regulations for the fields in which the teammate holds license/certification.

Coordinates and participates in interdisciplinary/multi-disciplinary/treatment team meetings. Ensures completeness of treatment plans or other case management functions or update of treatment plans. Contributes suggestions for therapeutic interventions and recommendations.

Serves as liaison with service agencies consulting on client cases to ensure efficiency and continuity in providing services.

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

Knowledge of: professional ethics; therapeutic methods for providing crisis intervention and group and individual therapy; psychiatric medications and their side effects; interpersonal dynamics; mental and emotional disorders; social and cultural factors as related to mental health; patterns and processes of normal growth and development; adult education; sound correctional security measures; case planning and development; department and institutional rules and regulations; institutional and community based resources; program development and evaluation; personnel rules; the NAPE/AFSCME contract; continuous quality improvement; agency mission, goals and objectives, federal, state, and institutional policies/procedures; chemical dependency testing procedures; community referral resources; clinical and supervision and leadership.

Skill in: active listening; effective communication; presenting information to groups and/or individuals; persuasion; social perceptiveness; conducting client assessments; treatment planning; client progress documentation.

Ability to: communicate and deal with a wide range of individuals; make sound decisions; solve problems; function effectively as a team member; develop program specific philosophies, policies, and procedures; explain the significance of behavior patterns and signs to patients and other team members; monitor patient progress and recommend new strategies; prepare written reports; document findings and treatment; provide crisis intervention; manage and organize; provide supervision and leadership to staff members; facilitate conflict resolution; function effectively as a team leader; react to crisis situations; administer a budget; follow legal and ethical standards; establish expectations and evaluate performance; identify and resolve problems; and successfully apply supervisory and leadership skills with employees and in direct client care settings.

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

State of Nebraska licenses as Mental Health Practitioner and Alcohol and Drug Counselor.

[SPECIAL NOTES \(Behavioral Health Practitioner Supervisor II\):](#)

Some positions in this classification may require licensure as an Independent Mental Health Practitioner.

[LEGAL REQUIREMENTS:](#) (These qualifications are mandated by federal/state laws, statutes, and/or regulations.)

Licensure requirements for all levels pursuant to Nebraska State Statutes 38-2122, 38-2124, and 38-316.

[SPECIAL NOTES APPLICABLE TO ALL LEVELS:](#)

At the Department of Correctional Services, successful applicants will undergo a thorough background check, medical screening, and drug test. Upon hire, will be required to successfully complete a six-week pre-service training program.

Employees at the Department of Correctional Services are subject to random drug testing.

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).

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Established: 07/2021

Note: Classification-specification is subject to change. Please refer to the Nebraska State Personnel Job Specification website at <https://das.nebraska.gov/personnel/classcomp/jobspecs/jobspecs.html> to ensure this represents the most current copy of the description.

The following is a summary of changes made to this class specification.

| Section | Change Description | Effective Date |
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