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CRT Clinical Supervisor

Castle Rock, CO, United States | req2253

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CRT Clinical Supervisor

Employment Type: 0 - Full-time Regular

Pay Range: \$72,342.00 - 111,227.00

Location: Castle Rock, CO

Overtime Exempt: Y

Elected Office / Department: COUNTY ADMIN.

The Licensed Clinical Supervisor supervises the Douglas County Community Response Team clinicians and may fill in for CRT clinicians when needed. This role is essential to ensuring that clinical staff meet licensing requirements if applicable and clinical best practices in the context of a co-responder team that pairs a clinician with law enforcement officers. This is a full-time supervisory and crisis response position, overseeing clinical activities, working alongside law enforcement partners, and providing supervisory guidance for clinicians engaged in emergency response to individuals experiencing a behavioral health crisis in the community. The working environment is innovative and fast-paced.

Generally, the hiring range is \$72,342-\$90,429 annually. Qualifications, education and experience as it relates to the position will be taken into consideration when determining hiring salary.

Douglas County offers an excellent comprehensive benefit package including but not limited to: Medical/Dental/Vision. For a more detailed overview please view the full **Employee Benefit Guide**.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Oversee the role, protocols, evaluation tools and training of the clinical staff partnering with law enforcement as members of the Community Response Team to maximize the benefit to clients served by CRT.
- Work in coordination with all CRT team members, the CRT Coordinator and DCMHI staff leading other mental health programs.
- Provide direct supervision of community-based CRT lead and regular clinicians who are responsible for identifying, assessing, stabilizing, supporting community members with the goal of reducing imminent risk and increasing coping skills and functioning and accessing appropriate treatment.
- Coordinate coverage of clinical shifts as needed (sick days, vacation, training, etc.).
- Consult with the contracted Clinical Psychologist as needed.

Ensure that clinicians in the field as co-responders do the following:

- Work alongside law enforcement, treatment providers and other partners as members of a multi-disciplinary team devoted to linking the individual and their families to the appropriate treatment services to address mental health and/or substance use disorder needs.
- Conduct psychosocial evaluations for individuals experiencing an acute psychiatric emergency in a variety of community-based settings and act as needed and allowed by law, to ensure the safety of the individual, family members and the community.
- Develop effective safety/crisis intervention plans that are client-centered and support strong therapeutic principles and partnerships with clients and their families.
- Coordinate immediate placement and follow-up services with community providers.
- Function as part of an interdisciplinary team as well as develop and maintain effective relationships with other community professionals.

- Provide care/support to families that demonstrates cultural awareness and respect of their cultural beliefs, customs, and norms.
- Regularly review clinical notes for quality and accuracy and offer feedback to clinicians as needed.
- Ensure that there are relevant trainings for clinical staff on an ongoing basis.
- Provide supervision through 1:1 and group meetings on a regularly scheduled basis to review schedules, time off requests, clinical issues and case successes and concerns.
- Provide clinical supervision on a regularly scheduled basis (may differ for licensed and non-licensed clinicians) and on an emergency or crisis basis as needed.
- Be available for crisis consultation or assign crisis coverage to a licensed, lead clinician.
- Maintain an accurate, accessible schedule of clinical staff and coordinate with law enforcement partners, the CRT coordinator and Resource Specialist Supervisor using a shared calendar.
- Complete onboarding of new employees to include scheduling ride-alongs, reviewing policies and procedures, setting up and training in the Julota platform, reviewing training progress, signing off on training completion and working with the CRT Coordinator to ensure that all supplies are secured and available.
- Attend relevant meetings as requested.
- Assign referrals and monitor response times to ensure CRT response occurs within 72 hours or less.
- Communicate any planned absences, schedule adjustments and coverage plan to the appropriate CRT team members, the Resource Specialist Supervisor and CRT Coordinator.
- Perform other duties as assigned.

SUPERVISION RECEIVED:

The clinical supervisor will be supervised by the CRT Coordinator but will operate with significant independence in carrying out the duties as outlined above. The clinical supervisor will meet regularly with the CRT coordinator and Resource Specialist Supervisor to foster teamwork among all elements of the CRT program and in coordination with the larger DCMHI program strategies.

SUPERVISORY RESPONSIBILITIES:

Clinical supervision of co-responder clinicians who are responsible for identifying, assessing, stabilizing, supporting community members with the goal of reducing imminent risk and increasing coping skills and functioning and assessing treatment needs. Providing clinical supervision in crisis situations including consulting with clinicians on-scene with law enforcement, in highly charged situations.

INDEPENDENT JUDGMENT:

Work is highly independent with supervisory guidance as needed. Clinical Supervisor has wide range to use individual judgment in selecting the proper means to achieve the desired results. The supervisor oversees staff that impact the community interest by preventing institutionalization, preventing harm to client's physical or emotional status, and strengthening the family system while preventing tragic outcomes related to untreated mental health conditions.

MINIMUM QUALIFICATIONS:**EDUCATION and/or EXPERIENCE:**

- Master's degree in counseling, psychology or human services required.
- Must be licensed (LPC, LMFT, LCSW).
- At least three years of treatment experience in a mental health setting, including co-responder or crisis experience required, five years preferred.
- At least three years of clinical supervisory experience required; can be concurrent with above experience.
- A combination of education and experience may be considered.

KNOWLEDGE, SKILLS and ABILITIES:

- Strong supervisory and leadership skills
- Crisis experience and knowledge of clinical best practices.
- Experience in or working with military and/or law enforcement a plus.
- Ability to engage in effective networking and program development.
- Ability to develop and maintain collaborative relationships with county employees and law enforcement partners.
- Must be able to engage in effective networking and program development.
- Understand Federal and State legislation and CRT operational policy and procedure of both clinicians and law enforcement partners.
- Strong communication, problem solving, and negotiation skills.
- Solve practical problems and deal with a variety of variables in both internal and community-based situations.

CERTIFICATIONS, LICENSES, & REGISTRATIONS:

- Must possess a valid Colorado Driver's License upon hire, with complying insurance. Review of motor vehicle record is required at time of hire and periodically throughout employment.
- Must be licensed (LMFT, LCSW, LPC).
- This position requires successful completion of a criminal background check including fingerprinting through a national database.

WORK ENVIRONMENT:

- Contact with Douglas County community partners, county staff, elected officials and clients under a wide variety of circumstances.
- Subject to varying and unpredictable, including crisis, situations.
- The position is a combination of office, remote and field environment.
- This position requires the incumbent to remain available, or provide a back-up plan, via mobile cellular device/email during and after normally scheduled business hours as some activities occur after 5:00 pm and seven days a week including CRT shifts.

ADDITIONAL INFORMATION:

Closing Date: 3/15/2024 5:59PM MST. Review of applications will begin immediately and continue until a suitable candidate is selected.

The job details outlined in this posting may represent a modified summary of the full job description. For a full copy of the job description **CLICK HERE** to view our job classifications.

In the event of an emergency/disaster in or near the County, all County employees are expected to make every effort to be available to assist the County Manager, Elected/Appointed Officials and Department Directors to ensure the continued operation of any and all necessary County functions. This may mean being available to perform additional duties and hours beyond what is normally required. In the event that an exempt employee does work more than 40 hours a week in support of

County operations during an emergency, such employee may receive overtime or other appropriate wage compensation in accordance with existing County policies or at the discretion of the County.

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