

	Title: Substance Use Disorder Lead Clinician	
Position Classification	Pay Family: Clinical Services	FLSA Status: Non-Exempt
Description	Pay Grade: 1	Benefit Eligibility: All
Employee Name (print):		
Employee Signature: (I have received a copy of this job description and my supervisor has reviewed it with me)		Date:
Supervisor Signature:		Date:
Director of Clinical Services Signature:		Date:
Executive Director Signature:		Date:
Date Position Description Last Reviewed:		
Date Position Classification Last Reviewed:		

The following is a composite representation of the responsibilities for the respective job title. It is not intended to cover all possible job requirements or job factors of the titled position. Lines of supervision and reporting are as shown on the organizational chart.

DEFINITION

Under supervision of the Outpatient Services Supervisor, this position is responsible for providing assessment, counseling, treatment services, and case management to adolescent and adult consumers experiencing substance use disorders and/or diagnosed co-occurring conditions (substance use/dependence as well as mental illness). This is a licensed or licensed eligible position.

JOB EXPECTATIONS AND ESSENTIAL FUNCTIONS

- Provide outpatient substance use services to adolescent and adult consumers in groups and individually.
- Provide outpatient services to consumers with co-occurring disorders (both substance use/dependence and mental illness) as required.
- Assess and determine level of care need for consumers diagnosed with substance use disorder and/or co-occurring disorders.
- Assess, evaluate, and develop individualized service plans for consumers.
- Provide substance use education, therapy, and treatment to individual, groups, and families.
- Make referrals when indicated to other GPCS programs as well as other community-based resources.
- Conduct Urine Drug Screens with necessary documentation and reporting per confidentiality policies.
- Monitor consumers' use of therapeutic medications.
- Assure the confidentiality of protected health information as required by law and according to the GPCS confidentiality policies, state law, and in the Federal Drug and Alcohol Confidentiality Law, 42 CFR Part 2, as applicable.
- Provide information in meeting the requirements of courts and criminal justice agencies by providing information regarding treatment attendance and progress.
- Provide case management services for adolescent and adult consumers.
- Maintain casework documentation as required in the delivery of outpatient services (i.e., case notes, correspondence, psychosocial evaluations, treatment plans, quarterly progress reports, etc.), entering information into the Electronic Health Record.

- Provide referral and monitoring of services to GPCS substance use disorder consumers in need of inpatient psychiatric hospitalization, withdrawal management, residential treatment or other services not directly provided by GPCS.
- Report direct service and other time spent in clinical activities in a timely manner.
- Screen referrals as scheduled and make recommendations concerning consumers' treatment readiness and case assignment.
- Make referrals of substance using or codependent females to specialized services for women when appropriate.
- Provide crisis intervention services as available.
- Serve as a member of the Goochland Family Treatment Court (GFTC) and provide support to GFTC as needed.
- Attend in-service training sessions, conferences, workshops, seminars for professional and program development in the delivery of outpatient services.
- Establish and maintain effective working relationships with consumers, organizations and agencies responsible for providing services to target population.
- Provide consultation and education services to other community organizations and individuals.
- To perform other assigned duties as necessary within established policy and procedures.
- Provide licensure supervision, if necessary, to other staff members.

REQUIREMENTS

EDUCATION

Master's degree, Licensed or eligible to become Licensed as a "Resident or Supervisee" under supervision of a licensed professional counselor (18VAC115-20-10), licensed marriage and family therapist (18VAC115-50-10) or licensed substance abuse treatment practitioner (18VAC115-60-10) approved by the Virginia Board of Counseling; "Resident in psychology" under supervision of a licensed clinical psychologist approved by the Virginia Board of Psychology (18VAC125-20-10); "Supervisee in social work" under the supervision of a licensed clinical social worker approved by the Virginia Board of Social Work (18VAC140-20-10).

EXPERIENCE

Three years clinical experience in substance use and/or co-occurring disorders treatment or prior experience in a mental health program that may include substance use related direct experience and/or clinical experience working with individuals with co-occurring diagnoses of substance use disorder and mental illness

LICENSE(S)

Licensed Mental Health Professional (LCSW, LCP or LPC) or eligible to become Licensed per Virginia DBHDS and/or regulatory Board requirements

Position will require a valid Virginia driver's license

PRE-EMPLOYMENT

Must submit to pre-hire criminal background check

KNOWLEDGE AND ABILITIES

- Knowledge of theories, delivery systems and treatment of substance use disorder, mental health and co-occurring disorders.
- Ability to use ASAM levels of care to make treatment recommendations.
- Knowledge of the benefits and challenges of medication assisted treatment (MAT).
- Knowledge of consultation, educational and training needs of people dealing with substance use disorder, mental health, and co-occurring disorders.
- Knowledge of consumers with substance use disorders, mental health disorders, and co-occurring disorders and the impact on individuals, families, and the community.
- Knowledge of clinical treatment and development of service programs.
- Knowledge of case management services.
- Knowledge of community services and resources.
- Knowledge of individual, group, and family counseling techniques.
- Knowledge of de-escalation and crisis intervention techniques.
- Knowledge of documentation standards.
- Knowledge of Goochland Powhatan Community Services policies and procedures.
- Ability to make clinical evaluation and determine and monitor appropriate treatment.
- Ability to develop, coordinate and provide consultation and educational programs.
- Ability to exercise sound judgment and demonstrate resourcefulness in problem solving and conflict resolution.
- Ability to work independently, take initiative, and make emergency judgments.
- Ability to handle emergency situations without direct supervision.
- Ability to effectively work and communicate with all types/levels of persons.
- Ability to effectively communicate orally and in writing.
- Ability to complete required training including Crisis Intervention/Emergency Behavior Support and in-service First Aid and CPR training.
- Ability to work under pressure, meet deadlines, and set priorities.
- Ability to access internet and use appropriate applications including Microsoft Word and Excel.
- Ability to maintain confidentiality of consumer's information.

Persons with mental or physical disabilities are eligible as long as they can perform the essential functions of the job after reasonable accommodation is made to their known limitations. If the accommodation cannot be made because it would cause the employer undue hardship, such persons may not be eligible.

ENVIRONMENTAL CONDITIONS

Work environment will typically be working in a clinical office setting. Work environment will involve traveling within the community and will include exposure to road hazards usually experience in driving in rural, county surroundings, interstate highway driving, including exposure to weather and temperature extremes that may affect driving conditions. May involve exposure to aggressive verbal and physical behavior, and exposure to infectious diseases from others.

Sitting: 85%; Standing/Walking 10%; Driving: 5%

Average Weight Required to lift or carry at any one time: 50 pounds for brief periods of time