



COUNTY OF SONOMA (CA)
INVITES APPLICATIONS FOR THE POSITION OF:

Behavioral Health Clinician

An Equal Opportunity Employer

SALARY

\$34.77 - \$42.27 Hourly \$2,791.12 - \$3,393.18 Biweekly \$6,047.43 - \$7,351.88
Monthly \$72,569.16 - \$88,222.56 Annually

OPENING DATE: 08/02/18

CLOSING DATE: 08/21/18

THE POSITION

**Grow your career as a Behavioral Health Clinician
with the Department of Health Services!**

The County of Sonoma Department of Health Services (DHS) is seeking licensed professionals to fill multiple **full-time, part-time, and intermittent extra-help** positions. **Please note:** These positions may also be filled by Behavioral Health Clinician Interns for which there is a separate, concurrent recruitment.

Behavioral Health Clinicians provide recovery-oriented behavioral health interventions to adults, families, children, and youth. These services include individual and group counseling, case management, crisis intervention, outreach, and other related duties. Assignments include adult outpatient programs, intake teams, teams focused on a specific geographic region, youth and family outpatient programs, community based teams, the Crisis Stabilization Unit (CSU), or Hospital Liaison & Utilization Review.

The ideal candidates for these positions:

- Work well as part of a multi-disciplinary team
- Possess the ability to multi-task and set priorities independently
- Have the ability to work independently and know when to seek supervision and consultation
- Possess a strong attention to detail
- Thrive in a fast-paced and dynamic environment
- Are recovery-focused
- Have prior professional experience with substance abuse disorder and/or mental health clients
- Are currently registered as a Medicare providers or willing to register upon appointment

Please visit the [Behavioral Health Division's website](#) for more information on its programs and services.

Please note: Effective January 1, 2017, Licensed Professional Clinical Counselors (LPCCs) must obtain written confirmation from the Board of Behavioral Sciences (BBS) stating that he or she meets the requirements to assess and treat couples and families prior to assessing or treating a couple or family client. If you are a LPCC, be sure to answer the corresponding supplemental question and attach your written confirmation from the BBS to your application materials.

What Makes Sonoma County a Great Choice

Working at the County of Sonoma offers expansive opportunities for growth and development, the ability to be a part of a challenging and rewarding work environment, and the satisfaction of knowing you're working to better our communities. Full- and part-time employees can also look forward to excellent benefits* including:

- A cash allowance of approximately \$3.45 per hour paid, in addition to the regular hourly rate, up to a maximum of 80 hours per pay period
- Eligibility for a salary increase after 1040 hours (6 months when working full-time) for good work performance; eligibility for a salary increase for good performance every year thereafter, until reaching the top of the salary range
- An Annual Staff Development/Wellness Benefit Allowance of \$850 for full-time and \$425 for part-time
- Competitive vacation and sick leave accruals, plus 11 holidays per year
- County paid premium contribution to several health plan options
- Retirement plan fully integrated with Social Security
- County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits
- The Crisis Stabilization Unit (CSU) has shift requirements and work schedules that vary according to the staffing needs of the program. Premiums may be available for certain shifts and assignments, and may be found in the [ESC Local 20 Memorandum of Understanding](#).

*Salary is negotiable. Benefits described herein do not represent a contract and may be changed without notice.

This employment list may be used to fill future full-time, part-time, and extra-help positions as they occur during the active status of the list.

EXTRA-HELP EMPLOYMENT

Extra-help employees relieve or augment permanent staff. Intermittent, extra-help employees are not in the classified civil service and do not have property rights to permanently allocated positions. In addition, they do not receive most regular employee benefits such as: long-term disability insurance coverage; accrual of vacation; participation in the County retirement program; or eligibility to take promotional examinations. **Intermittent, extra-help employees are limited in their employment to a maximum of 1,380 hours within any twelve month consecutive period.** Extra-help employees who meet the eligibility

requirements may qualify for a County contribution toward medical coverage.

APPLICATION SUBMISSIONS REQUIRE THE SUPPLEMENTAL QUESTIONNAIRE BE COMPLETED.

MINIMUM QUALIFICATIONS

Education and Experience: Any combination of education, training, and experience which would likely provide the knowledge and abilities listed herein. Normally, this would include a Master's Degree or higher in social work, counseling, psychology, or a related field from an accredited college or university; some post-license experience in Behavioral Health is desirable.

Special Requirement: Possession of either a valid, current Licensed Clinical Social Worker license, Licensed Marriage and Family Therapist license, OR Licensed Professional Clinical Counselor license, issued by the Board of Behavioral Science Examiners, State of California; OR possession of a valid, current license as a Psychologist issued by the State of California, Board of Medical Quality Assurance, Psychology Examining Committee, OR possession of a successor licensure recognized as equivalent by the State of California, is required prior to hire.

License: Possession of a valid driver's license at the appropriate level including special endorsements, as required by the State of California, may be required depending upon assignment to perform the essential job functions of the position.

KNOWLEDGE, SKILLS, AND ABILITIES

Working Knowledge of: principles and practices of individual, group and family psychodynamics as they relate to adults or children; psychological diagnostic methods and terminology; personality development from infancy through adulthood; current principles, techniques, and practices of psychiatric case work for adults or children; the human and health services systems in the community including private agencies and other community resources; methods used in individual, family, and group therapies for adults as inpatients, outpatients, and in day-treatment centers; psychosocial aspects and characteristics of mental and emotional disorders, terminology, and medications; principles of mental health education, client and community advocacy, and systems theory; principles of crisis intervention; needs, problems, and attitudes of mentally disturbed, socially and economically disadvantaged people, and minorities; client's legal rights; principles and techniques of clinical supervision.

Ability to: diagnose and treat either adults or children/adolescents with various mental disabilities ranging from dysfunctional behavior to victims of sexual or physical abuse; set realistic treatment goals and facilitate their attainment; evaluate clients' degree of mental disability or emotional distress; provide therapy services to adults or children individually and in groups; effectively communicate with mentally ill individuals to gather psychosocial histories and to provide therapeutic assistance to chronic, sub-acute, acute and difficult clients; develop and maintain the confidence and cooperation of mentally and emotionally disturbed clients to secure pertinent information and to effectively deliver mental health services; work effectively with a multicultural client and family population with diverse background and needs; establish and maintain effective working relationships on a multi-disciplinary team with peers, supervisors, clients, their families, other agencies, their staffs, and others who have an interest in mental health prevention and treatment; lead and train support staff personnel; analyze

situations accurately and make sound decisions; prepare clear, concise, and comprehensive clinical and social case work records; speak and write clearly.

SELECTION PROCEDURE & SOME HELPFUL TIPS WHEN APPLYING

- Your application information and your responses to the supplemental questions are evaluated and taken into consideration throughout the entire selection process.
- You should list all your employers and positions held within the last ten years in the work history section of your application and should be as thorough as possible when responding to the supplemental questions.
- You may include history beyond ten years if related to the position for which you are applying. If you held multiple positions with one employer, list out each position separately.
- Failure to follow these instructions may impact your competitiveness in this process or may result in disqualification.

Please visit [Getting a Job with the County of Sonoma](#) to review more detailed information about the application, examination, and department selection processes.

APPLICATION SUBMISSIONS REQUIRE THE SUPPLEMENTAL QUESTIONNAIRE BE COMPLETED.

Responses to supplemental questions will be scored using position-specific criteria. Please provide specific and detailed responses of a reasonable length to allow for thorough assessment of your qualifications. Responses which state "See Resume" or "See Application" may be considered insufficient and therefore may not be scored.

The selection procedure will consist of the following examination:

An **Application & Supplemental Questionnaire Appraisal Examination** (weight 100%) may be conducted to evaluate each applicant's application and supplemental questionnaire for satisfaction of minimum qualifications (pass/not pass); and for educational coursework, training, experience, knowledge, and abilities which relate to this position. Each applicant will be evaluated based on the following criteria:

- Relevance of work history, related experience, and achieved level of education and/or training as described in the application and responses to the supplemental questions.

Candidates demonstrating possession of the minimum qualifications will be placed on an employment list in order of most qualified to least qualified based on the achieved score received in the Application & Supplemental Questionnaire Appraisal Examination. Scores may be adjusted based on such factors as number of candidates, anticipated vacancies, past practice, and natural breaks in the scores achieved by this group of candidates.

ADDITIONAL INFORMATION

A background investigation is required prior to employment. Candidates referred to departments for a selection interview are typically required to sign authorization and release

forms enabling such an investigation. Failure to sign prescribed forms will result in the candidate not being considered further for that vacancy. Reference information will not be made available to applicants.

Additional requirements, such as successful completion of a physical exam, drug screen, etc., may apply, depending on the duties and responsibilities of the position. If you receive a conditional job offer for the position, the requirements upon which the offer are contingent will be outlined in the conditional job letter. You may also review the [Job Classification Screening Schedule](#) to determine the requirements for this position.

HOW TO APPLY

Applications are accepted on-line at: www.yourpath2sonomacounty.org. Paper applications may be submitted by person, fax (707-565-3770), email, or through the mail. All applications and appropriate supplemental information as outlined in the job bulletin must be RECEIVED by the time and date specified on the first page of this job announcement. Applications received after the recruitment closes will not be accepted.

The County of Sonoma prioritizes and is committed to continuously providing a workplace where equal employment opportunity is afforded to all people. Please view the County's [Equal Employment Opportunity Policy](#) for further information.

HR Analyst: TF
HR Technician: RR

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:
<http://www.yourpath2sonomacounty.org>
OR
575 Administration Drive, Suite 116B,
Santa Rosa, CA 95403

EXAM #18/08-2503-OPTEH
BEHAVIORAL HEALTH CLINICIAN
TF

Behavioral Health Clinician Supplemental Questionnaire

* 1. How did you first learn about this opportunity?

- ☐ CalJobs
- ☐ College or University
- ☐ Craigslist
- ☐ Employee of Sonoma County
- ☐ Facebook
- ☐ GovernmentJobs.com
- ☐ Hispanic Chamber of Commerce of Sonoma County
- ☐ Indeed
- ☐ Job Fair
- ☐ La Voz

- ☐ Latino Service Providers
- ☐ Los Cien
- ☐ Minority Organization or Group
- ☐ Monster
- ☐ Press Democrat
- ☐ Sonoma County Human Resources Office
- ☐ sonoma-county.org/www.yourpath2sonomacounty.org
- ☐ Sonoma County Job Line
- ☐ Twitter
- ☐ Other Internet Site
- ☐ Other Publication

- * 2. This recruitment is being conducted to fill full-time, part-time, and intermittent extra-help positions. Please indicate below each type of position for which you would like to be considered.

- ☐ Full-Time
- ☐ Part-Time
- ☐ Extra-Help (Intermittent)

- * 3. Behavioral Health Clinician positions require a valid license from the State of California's Board of Behavioral Science Examiners or the California Board of Psychology. Please indicate below which type of license you currently possess and provide your license number in the Certificates and Licenses section of the application.

- ☐ I am a Licensed Clinical Social Worker
- ☐ I am a Licensed Marriage and Family Therapist
- ☐ I am a Licensed Professional Clinical Counselor (I have attached written confirmation from the BBS that I can assess and treat couples and families.)
- ☐ I am a Licensed Psychologist
- ☐ I do not currently possess any of the licenses above

- * 4. Please check the appropriate box below:

- ☐ I am currently registered as a Medicare provider
- ☐ I am willing to register as a Medicare provider upon appointment
- ☐ I am not willing to register as a Medicare provider

- * 5. Please describe your education and training in social work, counseling, psychology, or a related field. List any degrees you obtained.

- * 6. Please describe your experience providing recovery model-based mental health services to seriously and persistently mentally ill adults, or seriously emotionally disturbed (SED) children/youth and their families. Detail your roles and responsibilities.

- * 7. Please describe your experience working in a clinical setting with seriously mentally ill children, youth, and/or adults. Detail your roles and responsibilities.

* 8. Please describe your experience in providing services as a member of a multi-disciplinary team. Detail your roles and responsibilities.

* Required Question

COUNTY OF SONOMA BENEFITS: GENERAL*

IMPORTANT NOTE: Benefits described herein do not apply to Extra Help positions.

These are some of the excellent benefits the County offers:

Paid Time Off: Competitive vacation and sick leave accruals, 11* paid holidays per year.

- *For the following business units, 12 paid holidays, and an additional 8 floating holiday hours per year, and may be eligible for up to 8 weeks (320 hours) of Paid Parental Leave after 12 months of County employment:
 - Salary Resolution Number 95-0926
 - Service Employees International Union Local 1021 (SEIU)

Health Plan: Choice of five health plans (a PPO, EPO, HMO, and two deductible HMOs) with a County contribution towards the premium (the contribution amount varies by bargaining unit. For specific details, please refer to the applicable Memorandum of Understanding MOU). A County contribution to a Health Reimbursement Arrangement is available for some bargaining units.

Cash Allowance: In addition to monthly salary, a cash allowance of approximately \$600 per month.

Retirement: Fully integrated with Social Security.

IRS 457 Plan: Pre-tax employee contribution up to the IRS annual maximum.

Retiree Medical: County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits.

Plus excellent dental, vision, disability, life insurance, professional development and more.

For answers to specific questions regarding the employment process, more details about benefits or retirement, please contact Human Resources at 707-565-2331. Additional details about benefit and compensation packages can be found in the MOUs located at <http://sonomacounty.ca.gov/HR/Employee-Relations/Labor>.

For specific information about health and welfare benefits including plan options, coverage, and premium amounts go to <http://sonomacounty.ca.gov/Departments-Agencies/Human-Resources> or, contact the Human Resources' Risk Management-Benefits Office at benefits@sonoma-county.org or 707-565-2900.

*IMPORTANT NOTES: Benefits described herein do not represent a contract and may be changed without notice.