



Office of Human Resources
Therapist Licensed Masters Level - LA2898
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General Statement of Duties

Provides intensive professional therapeutic work including assessment, counseling, evaluation, referral, and placement that requires independent judgment and a significant understanding and application of professional principles and departmental standards.

Distinguishing Characteristics

The Licensed Therapist – Master’s Level provides intensive professional therapeutic work including assessment, counseling, evaluation, referral, and placement. This class is distinguished from the Therapist – Master’s Level that performs professionally supervised therapeutic work including assessment, counseling, evaluation, referral, and placement. The Licensed Therapist – Master’s Level is distinguished from the Therapist Supervisor that performs supervisory duties over professional mental health therapists engaged in performing a variety of social services activities including assessment, counseling, referral, placement, and related services.

Level of Supervision Exercised

By position, performs lead work.

Essential Duties

Conducts initial clinical interviews with clients to determine functioning level, assigns appropriate mental and/or emotional diagnoses to clients in the program and updates diagnoses when needed, and prepares diagnostic assessment reports.

Evaluates clients for placement and other services by conducting comprehensive clinical assessments including functional behavioral assessment, mental health assessment, family system assessment, and other screening tools, recommends clients to other service providers for other types of assessments, and summarizes assessment results/information for staff and other involved professionals.

Develops and implements a coordinated treatment plan with client, her/his support system, and other professionals to meet behavioral, medical, and/or psychological needs and facilitates and organizes client staffing's to develop treatment recommendations as well as recommendations on appropriate permanency goals and aftercare placement.

Provides on-going treatment, therapy, and crisis intervention to clients/families and recommends and refers clients/families to appropriate community based organizations for placement and other services.

Determines if clients need to be placed on a Mental Health Hold and using their professional license has clients admitted to a psychiatric hospital for evaluation and treatment.

Presents case/client information to staff using the “systems” model and assessment information and provides direction to staff regarding a client’s treatment needs.

Provides consultation to staff related to their interaction patterns with clients and family members and trains staff on mental health related issues.

Provides critical incident debriefing to clients and/or staff after significant incidents and recommends intervention strategies.

Meets with a psychiatrist for clinical supervision of cases and works in conjunction with the medical team to provide input for medication evaluations and to ensure follow up regarding psychotropic medications.

Testifies in court as needed by providing expert testimony and preparing reports.

Prepares written reports on clients documenting contacts, interviews, and observations and follows billing and Medicaid procedures.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Competencies

Decision Making - Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks, and evaluates and chooses the best alternative in order to make a determination, draw conclusions, or solve a problem.

Interpersonal Skills - Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relates well to different people from varied backgrounds and different situations.

Oral Communication - Expresses information to individuals or groups effectively; taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues and responds appropriately.

Problem Solving - Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.

Reasoning - Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.

Self-Management - Sets well-defined and realistic personal goals; displays a high level of initiative, effort, and commitment towards completing assignments in a timely manner; works with minimal supervision; is motivated to achieve; demonstrates responsible behavior.

Knowledge & Skills

Knowledge of major concepts, principals, and theories of normal and abnormal human development and its application to specific age groups sufficient to be able to establish working differential diagnosis.

Knowledge of interviewing techniques sufficient to be able to elicit information.

Knowledge of advanced therapeutic counseling techniques.

Knowledge of the theories and practices of counseling sufficient to perform the duties related to the work assignment.

Knowledge of crisis intervention theory sufficient to be able to perform the duties related to the work assignment.

Skill in applying theories, precedents, and techniques of therapeutic treatments.

Education Requirement

Master's Degree in Social Work, Marriage and Family Counseling, Guidance and Counseling, or a closely related field.

Experience Requirement

Two (2) years of experience at the type and level of Therapist – Master’s Level.

Education & Experience Equivalency

No substitution of experience for education is permitted.

Licensure & Certification

Possession of a Clinical Social Worker license under the provisions of the Colorado Revised Statutes for the State Board of Social Worker Examiners. OR

Possession of a clinical license issued by the Colorado Mental Health Board such as Professional Counselor or Marriage and Family Therapist.

Licenses and certifications must be kept current as a condition of employment.

Working Environment

For DPL Positions Specifically:

Potential exposure to hazardous anesthetic agents, body fluids, and bio-wastes.
Atmospheric Conditions: conditions that affect the skin, eyes or respiratory system.
Potential exposure to cold temperature, cold enough to cause bodily discomfort.
Potential exposure to cold weather conditions (indoor/outdoor).
Potential exposure to conditions that affect the skin or respiratory system.
Potential exposure to dust.
Potential exposure to extreme temperature changes.
Potential exposure to hazardous conditions where there is a danger to life, body, and/or health.
Potential exposure to hazardous/toxic chemicals.
Potential exposure to hazards from electro/mechanical/power equipment.
Potential exposure to hazards of steam and heat.
Potential exposure to heat temperatures, hot enough to cause bodily discomfort.
Potential exposure to hot and humid work environment.
Potential exposure to housekeeping/cleaning agents/chemicals.
Potential exposure to infection from disease-bearing specimens.
Potential exposure to infections and contagious diseases.
Potential exposure to odorous chemicals.
Potential exposure to pesticides or fertilizers.
Potential exposure to the risk of blood borne diseases.
Potential exposure to temperature changes: variations in temperature from hot too cold.
Potential exposure to temperature changes: variations in temperature from hot to cold.
Potential exposure to unpleasant elements (accidents, injuries, and illness).
Extreme cold conditions.
Handles emergency or crisis situations.
Noise sufficient to cause distraction or possible hearing loss.
Personal Safety: aware of surroundings, people, and events.
Pressure due to multiple calls and inquiries.
Subject to long, irregular hours.
Subject to many interruptions.
Subject to burns and cuts.
Subject to electrical and radiant energy hazards.
Subject to hazards of flammable or explosive gases.

Subject to injury from moving parts of equipment or vehicles.
 Subject to precarious or high locations.
 Subject to pressure for multiple calls, inquiries, and interruptions.
 Subject to varying and unpredictable situations.
 Subject to traffic, roadways, and pedestrians.
 Subject to vibrations and strain on the body to cause bodily harm if endured daily.
 Temperature Changes: variations in temperature from hot too cold.
 Temperature Changes: variations in temperatures from hot too cold when works in field.
 Wet: frequent contact with water or other liquid.
 Wet: frequent contact with water, liquid, chemicals, or sanitary sewage.
 Works in precarious or high locations

Level of Physical Demand

For DPL Positions Specifically:
 3-Medium (20-50 lbs.) to 4- Heavy Work (50-100 lbs.)

Physical Demands

For DPL Positions Specifically:

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Agility: Ability to move quickly and easily.
 Balancing: Maintaining equilibrium.
 Carrying: Transporting or moving an object.
 Climbing: Ascending or descending an object or ladder
 Color Vision: Ability to distinguish and identify different colors..
 Crawling: Moving about in a low or crouched position.
 Crouching: Positioning body downward and forward.
 Depth Perception: Ability to judge distances and space relationships..
 Eye/Hand/Foot Coordination: Performing work through using two or more body parts or other devices.
 Feeling: Perceiving attributes of objects by means of skin receptors, communication, or otherwise.
 Field of Vision: Ability to sharply detect or perceive objects peripherally.
 Fine Dexterity: Sufficient coordination to operate a vehicle and manipulate objects.
 Fingering: Picking and pinching, through use of fingers or otherwise.
 Handling: Seizing, holding, grasping, through use of hands, fingers, or other means.
 Hazards: Conditions where there is danger to life, body and/or health..
 Hearing/Talking: Perceiving and comprehending the nature and direction of sounds/ability to communicate ideas.
 Hearing: Perceiving and comprehending the nature and direction of sounds.
 Kneeling: Assuming a lowered position.
 Lifting: By Position, may move objects 20-50 pounds, or 50-100 pounds from one level to another.
 Neck Flexion: Perceiving objects located above or below.
 Physical Strength: Exerts force to transport objects of 50 pounds [or insert appropriate weight] or more.
 Pulling: Exerting force upon an object so that it is moving to the person.
 Pushing: Exerting force upon on object so that it moves away from the person.
 Reaching: Extending the hands, arms, or other device in any direction.
 Repetitive Motions: Making frequent or continuous movements.
 Sitting: Remaining in a stationary position.
 Stamina: Ability to work over long periods of time without tiring.
 Standing: Remaining in a stationary position.
 Stooping: Positioning oneself low to the ground.
 Talking: Communicating ideas or exchanging information.

Vision Far Acuity: Ability to perceive or detect objects clearly at 20 feet or more.

Vision Near Acuity: Ability to perceive or detect objects at 20 inches or less.

Walking: Ability to move or traverse from one location to another.

Written Comprehension: Ability to discern the meaning of written words.

Background Check Requirement

Criminal Check

Employment Verification

Education Check

Licensure/Certification

Assessment Requirement

None

Probation Period

None

Class Detail

Pay Grade: A-807

FLSA Code: Y

Established Date: 9/21/2018

Established By: LS

Revised Date:

Revised By:

Class History: