



Office of Human Resources

Behavioral Health Co-Responder Clinician Unlicensed – CS3582

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General Statement of Duties

Provides intensive professional crisis intervention and management including assessments, crisis counseling, level of care determination, acute safety planning, referral and connection to appropriate resources alongside Public Safety personnel (Law Enforcement, EMS, Fire) or in Denver 9-1-1 Communications Center. Requires independent judgement and a significant understanding and application of principles and department standards and works under the supervision and clinical direction of a licensed professional supervisor. This classification may require working weekends and holidays, and rotating on-call shifts, working outside of regular scheduled hours.

Distinguishing Characteristics

The Behavioral Health Co-Responder Unlicensed classification provides intensive professional crisis intervention and management including assessments, crisis counseling, level of care determination, acute safety planning, referral and connection to appropriate resources alongside Public Safety personnel (Law Enforcement, EMS, Fire) not requiring licensure. This class is distinguished from the Behavioral Health Co-Responder Licensed which performs similar duties, with licensure requirements.

Essential Duties

Respond to appropriate calls for service with Public Safety personnel (e.g., law enforcement, fire, EMS) and provide on-scene behavioral health evaluations/problem identification, crisis interventions, crisis treatment/care plans and make referrals which are consistent with the identified needs in the plan of care and/or by the client.

Provides crisis intervention and de-escalation on scene, via telephone, and in a variety of environments including parks, homes, businesses, fields, emergency rooms, and other places where a person in crisis is located alongside first responder partner.

Collaborates with law enforcement, fire fighters, paramedics and EMTs, Denver 9-1-1, community members, and community organizations to provide person-centered crisis intervention, assessment, and creation of safety plans; identifies support systems and barriers to community member wellness, mitigates community member risk factors for behavioral health needs, and refers community members to subsequent resources and treatment for mental health and/or substance use issues.

Assesses a person's risk of harm to self or others, builds safety plans with impacted community members, and arranges needed resources or immediate placement to higher level of care for the safety of an individual and/or the community under supervision and with consultation from supervisor.

Collaborates with other first responders, co-responders, court personnel, and external providers to provide services including intervention and diversion.

Maintains relationships with community agencies and other public agencies in carrying out treatment/service plans.

Works to complete accurate data collection, analysis, and reporting to ensure proper monitoring and application of the program.

Responsible for brokering of services for clients in order to have a robust referral network that attends to the needs of client population.

Engages in follow-up care necessary for acute and high-risk clients to help build relationships, solidify skill building, and advocacy for ongoing services.

Participate in team/department meetings, in-service trainings, clinical supervision and supervisory sessions as required.

Perform outreach activities to members of the community that are struggling with behavioral health concerns, when appropriate.

Perform training activities and engage in outreach events to inform community at large of program service offering.

By position, transport clients as needed in appropriate circumstances to appropriate destinations alongside first responder partner.

Collaborate with other case management staff, agencies, city programs, and service providers to support client progress.

Determines if clients need to be placed on a Mental Health Hold in collaboration with public safety partner.

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

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

Performs other related duties as assigned.

Employees may be re-deployed to work in other capacities in their own agencies or in other City agencies to support core functions of the City during a City-wide emergency declared by the Mayor.

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

Working knowledge of the legal and ethical frameworks for area of licensure, as well as understanding of criteria for mental health care and treatment in Colorado statute (Title 27, Article 65, C.R.S.).

Working knowledge of severe/persistent mental illness, traumatic brain injury, dementia, trauma-informed care, intellectual/developmental disabilities, substance use disorders, suicide assessment, safety planning and crisis de-escalation.

Working knowledge of emergency response system including law enforcement, EMS, and fire.

Working knowledge of least restrictive interventions and level of care determination.

Working knowledge of crisis services and behavioral health/substance use related resources and criteria to access resources within the Denver metro area.

Ability to establish and maintain effective working relationships with superiors, coworkers and other first responder agencies (PD, EMS, Fire).

Knowledge of major concepts, principles, 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.

Level of Supervision Exercised

None

Education Requirement

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

Experience Requirement

One (1) year experience of in crisis intervention, suicide and risk assessment, verbal de-escalation, and differential diagnosis working with individuals experiencing severe and persistent mental illness, substance use, and other at-risk populations or One (1) year experience in a co-response related position.

Education & Experience Equivalency

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Licensure & Certification

By position, possession of a Clinical Social Worker Candidate (SWC or LSW) license under the provisions of the Colorado Revised Statutes for the State Board of Social Worker Examiners. OR

By position, possession of a Licensed Professional Counselor Candidate (LPCC) license under the provisions of the Colorado Revised Statutes for the State Board of Licensed Professional Counselor Examiners. OR

Equivalent licensure issued in another state may be accepted in lieu of this requirement, provided that the applicant obtains Colorado licensure prior to the start date.

Must obtain Basic life CPR and First Aid certification within the probationary period.

Must pass an initial pre-security clearance screening and maintain CBI (Colorado Bureau of Investigation) Security and Privacy certification as a condition of employment.

By position, requires a valid Driver's License at the time of application.

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

Working Environment

Potential exposure to infections and contagious diseases.
Potential exposure to the risk of blood borne diseases.
Potential exposure to hazardous anesthetic agents, bodily fluids, and wastes.
Potential exposure to housekeeping/cleaning agents/chemicals.
Potential exposure to hazardous/toxic chemicals.
Potential exposure to offensive inmates or public.
Contact with inmates and public under a wide variety of circumstances.
Potential exposure to unpleasant elements (accidents, injuries and illness).
Subject to varying and unpredictable situations.
Handles emergency or crisis situations.
Potential exposure to odors in jail facility, inmate or public areas.
Subject to many interruptions
Subject to long, irregular hours.
Subject to traffic, roadways, and pedestrians.
Pressure due to multiple calls and inquiries.
Potential exposure to dangers of assaults/hazards.
Potential exposure to sufficient noise to cause distraction or possible hearing loss.
Potential exposure to conditions where there is danger to life, body, and/or health.
Potential exposure to hot and cold and adverse weather conditions.
Personal Safety: aware of surroundings, people, and events.
Subject to bites and scratches from animals.

Level of Physical Demand

5-Very Heavy (100+ lbs.)

Physical Demands

(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.

Field of Vision: Ability to sharply detect or perceive objects peripherally.

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.

Sitting: Remaining in a stationary position.

Stamina: Ability to work over long periods of time without tiring.

Standing: Remaining in a stationary position.

Standing/Walking: Moving from area to area and public contact.

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

By position, Licensure/Certification

By position, Motor Vehicle Record

Assessment Requirement

None

Probation Period

Six (6) months.

Class Detail

Pay Grade: NE-17

FLSA Code: N

Established Date: 3/8/2026

Established By: AM

Revised Date: 5/12/2026

Revised By: AM

Class History: 5/12/26 – Revised Licensure & Certification.