



**JOB TITLE:** Crisis Clinician

**DEPARTMENT:** Oakland Crisis Intervention Recovery Team (OCIRT)

**CLASSIFICATION:** Hourly/Non-Exempt

**REVISED:** 2/2023

## **POSITION DESCRIPTION**

### **PROGRAM DESCRIPTION:**

Common Ground's core purpose is helping people move from crisis to hope, which is carried out through caring and empathetic staff who work in crisis programs across the crisis continuum. As part of the Oakland Crisis Intervention Recovery Team (OCIRT), which is a mobile crisis team, the OCIRT Crisis Clinician is a team partner with a Recovery Coach who is a Certified Peer. Together much of the time, they respond on-site to crisis calls that cannot be resolved by the Resource & Crisis Helpline telephonically/text/chat in Oakland County.

### **SUMMARY:**

The OCIRT Crisis Clinician reports directly to the OCIRT Manager. This position will utilize best practices in crisis intervention in behavioral health (mental health and substance use) prevention and postvention crisis services, education, crisis stabilization services, short term treatment (i.e. strength-based crisis therapy, cognitive-behavioral interventions, mindfulness approaches, anger management, and coping skills), and follow up services until connected to an ongoing services provider. The team serves children, adolescents, adults, seniors and families as well as schools, neighborhoods, organizations and businesses by providing up to 30 days of in-home crisis counseling to people in crisis to facilitate immediate stabilization of emotions and behavior. OCIRT is supported by the resources of a crisis center and a Behavioral Health Urgent Care, both of which includes Psychiatrist and Nurses, as well as a continuum of crisis services for which the Crisis Clinician has access.

### **ESSENTIAL JOB FUNCTIONS:**

- Check in with Manager via the mobile crisis app before entering destination and upon leaving for safety and to be redeployed
- Use Crisis Theory to provide short-term interventions to people in order to facilitate immediate stabilization of emotions and behavior
- Will assess and stabilize different ages and stages of development/lifespan (children, adolescents, adults, and senior adults) and different cultural backgrounds and experiences
- Focus of care is people with serious mental illness and co-occurring disorders, children/adolescents and family interventions including suicidal/homicidal thoughts and behavior, alcohol and drug substance use and abuse issues including need for medical detoxification, psychotic and/or delusional thinking, and identifying victims of domestic violence, human trafficking, or other trauma as part of services
- Develop short-term crisis management/safety plans with people and their families
- Educate self and share with the team appropriate community referrals and supportive services
- Educate families about the knowledge/understanding of the involuntary commitment process for assisted outpatient treatment, order for exam, and involuntary hospitalization
- Coordinate with other service providers, make warm hand-offs to ongoing service providers, and follow up to ensure the person is doing well
- Make appropriate referrals to other agencies (e.g. Access, Core Provider Agency, etc.)
- Concurrently document on agency supplied computer or tablet so that minimal documentation is carried over after service is completed
- Complete required documentation in an accurate and timely manner
- Responsible for clinical review for all signed charts
- Work well as part of a team with all department staff in order to improve successful outcomes
- Comply with attendance and punctuality policies, as well as all other Common Ground policies and procedures

### **RELATED JOB FUNCTIONS:**

- Ensure all paperwork is complete and provide person/family with necessary copies of signed documents
- Work collaboratively with service providers and referrers, they utilize recovery principles while comforting people in crisis and provide hope, choice, empowerment in a recovery environment
- Provide first aid and emergency procedures, as needed



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**RELATED JOB FUNCTIONS: (cont.)**

- Develop understanding and management of wellness and triggers, educate, and assist significant others and family members with the petitioning process
- Encourage persons and families we serve to be actively involved with planning and treatment
- Assist with linking adults/children with substance use issues to the appropriate substance abuse service
- Perform other job-related duties as assigned

**SUPERVISION:** No supervisory tasks

## **REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES**

### **KNOWLEDGE OF:**

- Community resources
- Crisis Theory
- Current behavioral management and de-escalation techniques in a safe, calm, and caring manner

### **SKILL TO:**

- Use GPS to navigate the community
- Type, enter data, file, and operate office equipment efficiently
- Work independently and apply critical thinking/decision making skills
- Establish and maintain effective working relationships with a multi-disciplinary team
- Demonstrate proficiency in relevant software and applications (i.e. Microsoft Word, Excel, PowerPoint, and Outlook)

### **ABILITY TO:**

- Must be able to work well and tactfully with individuals and groups.
- Relate to a diverse population which includes a variety of age, economic and educational backgrounds
- Understand and follow verbal and written instructions
- Communicate effectively, both verbally and in writing
- Maintain collaborative, inter-professional links with colleagues and other health care professionals
- Apply trauma informed principles and values with knowledge, decisions, and treatment of all people served
- Demonstrate expertise with all populations or engages manager and/or co-workers to utilize their expertise with a specific population

## **REQUIRED EDUCATION AND EXPERIENCE:**

- Master's Degree in Human Services or Bachelor's Degree in Human Services field
- Professional licensure in the State of Michigan
- All Limited License Bachelor Social Workers (LLBSW), Limited License Master Social Workers (LLMSW), Limited License Professional Counselors (LLPC), and Temporary Limited License Psychologists (TLLP) must receive their permanent license (LBSW, LMSW, LPC, LLP) within 5 years from the issue date of the original limited/temporary license as published in the State of Michigan LARA system in order to continue their employment
- Minimum of 1 year of experience in treating or working with disabilities
- Valid driver's license and clean driving record
- Preferred, Certification of one of the following:
  - CAADC Certified Advanced Addiction Drug Counselor
  - CAC-R Certified Addiction Counselor IC&RC Reciprocal
  - CCDP Certified Co-occurring Disorder Professional
  - CCDP-D Certified Co-occurring Disorder Professional Diplomat
- Experience providing crisis intervention services
- Experience with broad range of age groups and disabilities, including children
- Experience with persons with co-occurring mental illness and substance use disorder



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**REQUIRED EDUCATION AND EXPERIENCE: (cont.)**

- Standard met for Child Mental Health Professional and Mental Health Professional

**ESSENTIAL REQUIREMENTS:**

**Physical Requirements:**

Ability to carry equipment to the team vehicle and during intervention (approximately 35 lbs.); Be able to walk up and down multiple flights of stairs; Ability to bend at the knees; Walking, standing, and/or sitting for extended periods of time; Be able to assist in supporting 100 lbs.; Operate a vehicle safely at various times of day/night depending upon hours worked; Work in an emotionally and physically stressful situation. The physical demands described are representative of those that must be met by an employee to successfully perform the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

**Environmental Working Requirements:**

Communicate in person, on phone, and via two-way radio; Ability to use computer equipment in the home of people served and in moving vehicle while partner drives; Tolerate conducting intervention outside in unfavorable conditions (i.e. summer heat, rain, and in wind/dust); Tolerate conditions in person's served residences to include smoke, pets (to include rats, snakes, cats, dogs, etc.), smells (i.e. feces, rot, etc.), etc.; Be able to quickly assess and escape a dangerous situation regardless of the environment; Work overtime and/or past scheduled shift if required by situation and manager; Varying times to eat and take breaks; Must have the ability to perform first aid, and cardiopulmonary resuscitation as necessary; Ability to drive Common Ground vehicle is required.

**Other Requirements:**

The ability to work various shifts and hours including weekday and weekend hours; Some local travel may be required; All electronic or hard copy documents are complete, accurate, and signed prior to end of shift; Attitude and actions are aligned with the organizational mission and values; Promote a team environment; Focus on the strengths and needs of the person/families served; Adhere to established Quality Improvement Indicators; Participate in training and orientation of new staff and interns.

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The agency may in its sole discretion fill this position on a full-time, part-time, or contingent basis with the individual best fit to perform the essential functions of the job. The above statements describe the general nature and level of work performed by employees assigned to the title. Incumbents may be required to perform job-related responsibilities and tasks other than those stated in this specification. Employees in this title are subject to a background check.

To perform this job successfully, an individual must be able to perform each essential job duty satisfactorily. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform essential job functions.

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Employee Signature

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Date