



AN EQUAL OPPORTUNITY EMPLOYER  
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

ANNOUNCES AN OPEN RECRUITMENT FOR:

**SOCIAL WORKER IV/PSYCHOTHERAPIST**

**Application Deadline: OPEN UNTIL FILLED**

**DEPARTMENT:** Health and Human Services  
**LOCATION:** Countywide  
**SALARY:** Social Worker IV Range 73 \$4804 \$5047 \$5302 \$5565 \$5843\*\*  
Psychotherapist Range 81 \$5806 \$6103 \$6405 \$6728 \$7060\*\*  
(The above salary will be paid over 26 pay periods annually.)

**\*\*BENEFITS:** CalPERS Retirement System: Existing ("Classic") CalPERS members as of January 1, 2013, (2% at 55) – Inyo County pays employee contribution for current CalPERS members; New CalPERS members (2% at 62) will be required to pay at least 50% of normal cost (6.5%). Medical Plan – Inyo County pays a portion of employee and dependent monthly premium on PERS medical plans; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

**DEFINITION:** Under general supervision, provides an advanced level of counseling and casework with mentally ill and/or substance abusing youth, transitional age youth, adults, and/or older adults. This work requires the application of high level and sophisticated social services and counseling expertise and techniques. Licensed incumbents in the Psychotherapist classification may also provide quality assurance oversight of all aspects of Behavioral Health programs including Managed Care and Medi-Cal Specialty Mental Health services, as well as other behavioral health services.

**ESSENTIAL JOB DUTIES:**

**Social Worker IV:** As a member of Health and Human Services treatment team and under the clinical direction and license of a licensed professional of the healing arts; the Social Worker IV provides individual, group and family psychotherapy, counseling, and casework with children, adults, and their families in home-based and community-based settings using evidence-based strategies. Performs bio-psychosocial assessments and develops appropriate strength-based treatment plans which are client or family-directed, culturally-informed and coordinated within the team. Connects clients to community resources and supports; participates in team meetings, interagency case conferences, peer review, and quality assurance meetings to ensure coordinated care; maintains documentation in a timely manner and in accordance with local, state, and federal laws and regulations. Provides both scheduled and crisis-orientated evaluations of clients experiencing mental health crisis and/or substance abuse problems; provides 24-hour crisis response services in a rotation with other staff, does related work as required.

**Psychotherapist:** The psychotherapist has met the requirements for and obtained licensure and is able to provide clinical and crisis assessment, diagnosis, and psychotherapy independently without direct clinical supervision or co-signature. The psychotherapist performs all duties as listed above and is expected to exercise a high level of sound clinical judgment while at the same time participating fully as part of the team.

## **EMPLOYMENT STANDARDS**

### **Education/Experience:**

**Social Worker IV:** Master's Degree in social work, counseling or related field.

**Special internship requirement for the current Social Worker IV vacancies:** Must be registered with the State of California as an intern to practice psychotherapy while pursuing one of the following psychotherapy licenses, and **must provide proof of registration at time of application:**

- 1) Marriage, Family, Child Therapist (MFT)
- 2) Licensed Clinical Social Worker (LCSW)
- 3) Licensed Professional Counselor (LPC)
- 4) Licensed Clinical Psychologist

**Psychotherapist:** Must possess a valid California license to practice psychotherapy (LCSW, MFT, LPC, or Ph.D.), and **must provide proof of licensure at time of application.**

### **Knowledge of:**

**Social Worker IV:** Methods of effective engagement and rapport-building with clients/consumers of all ages; evidence-based intervention strategies that address family systems, life span development, and trauma; principles of interviewing and problem-solving specifically with persons with addictions and/or mental health issues in a system of care and public sector managed care setting; effective collaborative relationship-building with human service employees, and agencies involved with same clientele; and scope of practice as a registered intern.

**Psychotherapist:** In addition to the items listed above, must also possess knowledge of current principles, procedures, and techniques in the assessment and diagnosis of mental illness and addiction; contemporary principles of crisis intervention; and laws pertaining to the ethical care of clients in a behavioral health system under the scope of practice as a licensed clinician.

### **Ability to:**

**Social Worker IV:** Understand and learn the agency program, policies, and procedures; obtain facts and recognize the relevant and significant considerations; organize and maintain work detail; relate and work well with agency staff, clients, and staff from other agencies; speak and write effectively. As a registered intern, establish and maintain client rapport; analyze situations and adopt effective course of action; apply existing laws, rules and regulations; accept and use supervision; apply principles of psychology and family relationships; evaluate personal and psychological factors in the family's or adult's situation; act effectively under stressful situations; must have ability to sit for prolonged periods of time, produce written documentation by hand or computer, and stand, walk, twist, and lift and carry up to 25 pounds, climb and descend stairs. Consistent attendance is an essential function of the position.

**Psychotherapist:** With a greater amount of independent judgment, evidence the skills listed above and demonstrate skill in working in the more difficult and diagnostically complex casework areas. In addition, must be able to assess psychiatric emergencies and provide guidance and support to Health and Human Services Specialists for crisis work; assess medical necessity, make differential diagnoses and recommendations for level of care; coordinate training experiences for unlicensed staff; and interact effectively with a variety of agency partners both within and outside of Health and Human Services; participate in and benefit from supervision, collaborative staff meetings, and trainings; communicate effectively orally and in writing. Must have ability to sit for prolonged periods of time; produce written documentation by hand or computer; stand, walk, climb and descend stairs, twist, and lift and carry up to 25 pounds; use a telephone; and drive a motor vehicle. Consistent attendance is an essential function of the position.

### **Core Competencies:**

The core competencies listed below and the ability to immediately demonstrate these competencies consistent with the position's level in the department and the specific work assignment:

- **Intensity:** Goes after the goal with passion; is results oriented, and gets the job done. *Key Concepts:* Risk-taker; results-oriented; and initiative driver.

- **Ethical Behavior:** Does what is right regardless of temptations and pressures to do otherwise; upholds the public's trust; and conducts self-according to a set of principles. *Key Concepts:* Respect; trust; responsible; fair; and caring.
- **Influence:** Affects successful outcomes for the organization through the use of masterful leadership, collaboration, and a keen understanding of the organization, its goals, and the interests of all parties. *Key Concepts:* Engaged; collaborative; strategic orientation; situational awareness; organizationally savvy; inspirational; energizing-empowering; team orientation; and change agent.
- **Commitment:** Successfully builds relationships with and promotes involvement of diverse groups; considers the needs of diverse clients when developing policies and procedures related to service; works closely with diverse groups to identify and deliver services that meet their needs and the strategic objectives of the program; establishes customer service as the single purpose to which all resources are dedicated; focuses on delivering the best services possible to the public; focuses on customer needs; and is committed to public service. *Key Concepts:* Public servant; and customer service.
- **Interpersonal Skills:** Possesses and uses versatile communication styles and approaches; understands the underlying psychology of why people act as they do and changes approach to affect positive outcomes; builds rapport throughout the organization; and develops human potential. *Key Concepts:* Staff development; communication; listening; delegation; recognition; and buy-in.
- **Resiliency:** Is adaptable; takes direct action; leads by example; exhibits tenacity. This leader is ready, flexible, self-reliant, and has a reputation for finding opportunities in difficult situations. *Key Concepts:* Action-orientation; adaptability; flexibility; agility; tenacity; survivability; courage; confidence; and intuition.
- **Craftsmanship:** Rejects the "good enough for government work" attitude; takes ownership of work done and results accomplished; takes pride in delivering quality services to customers; seeks out opportunities to develop new and creative solutions and programs; imagines possibilities; defines a vision, and works to bring vision into reality. *Key Concepts:* Innovative; imaginative; inventive; pride-in-work; accountability; self-development; and self-starter.

**Special requirements:** Must possess a valid California Driver's License; must be available for 24-hour on-call duty; must successfully complete a pre-employment background check.

**SELECTION:** Selection procedures will determined by the number and qualifications of applicants and may include a qualification screening, written examination, and oral interview.

**APPLICATION:** **This recruitment will remain open until position has been filled.** Applications **must be received** in the Personnel Office, P.O. Box 249, Independence, CA 93526. Must apply on Inyo County application form **and include proof of registration as an intern or a license to practice psychotherapy.** A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. **It is not acceptable to complete the application with statements like "See/Refer to Resume" or "See Attached".** Incomplete applications will not be processed. Applications may be faxed to meet the deadline—original application with original signature must be mailed.

**REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES:** Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0377 prior to the examination process.

**CITIZENSHIP/IMMIGRATION STATUS:** Inyo County employs only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.

The County of Inyo has work sites located throughout Inyo County in the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancho) and the Death Valley area (Death Valley, Shoshone, and Tecopa). **All positions are considered Countywide positions.** Positions are assigned to a work site based upon the needs of the County. The Department Head or County Administration may temporarily or permanently reassign positions to another work site as deemed necessary.