



**Job Title:** Clinician III                      **Job Code:** 903135                      **Job Family:** Direct Care  
**Pay Grade:** JC.19.19                      **FLSA:** Exempt                      **EEO:** Professionals  
**Department/Agency:** Countywide      **Position Number(s):** Multiple  
**Recommended Position Title(s):** Psychologist, Clinician III

**The following Core Competencies apply to everyone and are essential to all County jobs:**

- Accountability – Follows-up on and meets commitments, takes ownership for work, and possesses a strong ability to stay focused on individual, department, and County results.
- Communication – Clearly and effectively expresses ideas and thoughts (verbally and in writing); listens actively.
- Customer Focus & Public Relations – Builds positive internal and external customer relationships; is committed to customer satisfaction; assumes responsibility for solving customer problems and ensures commitments to customers are met.
- Initiative – Independently acts to resolve problems and provide solutions; seeks out new responsibilities; generates new ideas; practices self-development.
- Safety – Understands and supports safety standards as required by the job; keeps the workplace clean and safe.
- Teamwork– Encourages and facilitates cooperation, pride, and trust among the team; fosters commitment and team spirit; works cooperatively with others to achieve overall goals.

**Essential Duties:**

- Conducts comprehensive clinical assessments as a part of the intake and diagnostic process, ongoing provision of services, and/or crisis intervention; identifies individual needs and diagnoses substance use and/or mental health disorders; assesses individual risk for suicide and other safety related concerns; determines the need for medication evaluation and referral; interprets and communicates relevant information to individuals, families, and other stakeholders.
- Conducts Psychological Evaluations, including diagnostic interviews, review of collateral and records as well as individual mental status, and intelligence, personality, and projective testing; interprets results to produce an integrated description of individuals including diagnosis, recommendations and assessment of competency.
- Develops complex treatment and intervention plans to address the clinical needs of individuals in single or multiple areas of focus; networks with other community agencies to research and coordinate a variety of resources and services to address comprehensive, intensive, or long term individual needs; encourages the establishment and maintenance of support systems; collaborates with other providers in the development, implementation, and review of plans.
- Provides psychotherapy and other clinical and therapeutic services for a designated case load of individuals, groups, and families with complex, intensive, or ongoing needs; ensures services provided are consistent with individual plans; initiates and attends individual and/ or group meetings and provides services in a community based setting; organizes and facilitates skill development, clinical, and support groups; responds to emergency or crisis related requests from individuals and/or agencies; arranges for appropriate care and services; reviews and updates diagnosis and level of care.
- Completes and submits clinical documentation regarding services provided; evaluates and documents individuals' progress according to measurable goals; reviews and approves documentation and plans of care developed by other staff to ensure services are consistent with the level of care required for each individual's needs; monitors the quality and effectiveness of services provided.

**Supervisory Responsibilities:**

Yes  No This position is also responsible for the supervision and leadership of employees, which includes making employment-related decisions and/or recommendations, and formally evaluating performance.

## Job Description

***Duties and responsibilities, as required by business necessity may be added, deleted or changed at any time at the discretion of management, formally or informally, either verbally or in writing. Scheduling and shift assignments and work location may be changed at any time, as required by business necessity.***

### **Minimum Job Requirements:**

Doctorate degree in Psychology and Kansas Behavioral Sciences licensure as a PhD Psychologist are required. May require a KS/MO driver's license, depending on department or agency.

***Johnson County Government requires reference/background screening for all positions. Specified criteria may vary by Department/Agency.***

### **Preferred Job Requirements:**

One year of experience in the area of focus is preferred.

### **Education/Experience Substitutions:**

Yes  No Experience may be substituted for degree.

Yes  No Education may be substituted for experience.

### **Physical, Environmental, and Special Working Conditions:**

All County employees may be called upon to assist other departments in a declared emergency situation.