



**BROWARD COUNTY SHERIFF'S OFFICE**  
invites applications for the position of:

## **Behavioral Health Licensed Therapist - Grant**

**SALARY:** \$48,000.00 - \$65,000.00 Annually

**OPENING DATE:** 12/23/19

**CLOSING DATE:** 06/26/20 04:30 PM

### **MINIMUM REQUIREMENTS:**

1. Master's degree with major course work in Counseling, Mental Health, Marriage and Family Counseling, Psychology, Social Work, or closely related field.
2. Three (3) years of experience in case management, mental health treatment services, or substance abuse, **preferably in a law enforcement, corrections, substance abuse services, military, hospital, or similar critical incident environment.**
3. Experience in program planning and administration.
4. Knowledge of community resources.
5. State Certified Addictions Professional certification (CAP) or State Certified Criminal Justice Addictions Professional certification (CCJAP) or Licensed Clinical Social Worker (LCSW) or Licensed Mental Health Counselor (LMHC) or Licensed Marriage and Family Therapist (LMFT) or State Licensed Psychologist in the state of Florida at time of hire.
6. Must possess and maintain throughout employment, a valid Florida driver license without any restrictions affecting job performance. Driver license must show current address. **If qualified, candidates' driving histories will be pulled to ensure that they are within driving standards.**
7. An equivalent combination of training and experience may be considered. Such experience must be clearly documented for consideration.

### **NATURE OF WORK:**

Under professional direction, the purpose of this grant funded position is to provide crisis intervention for identified at-risk individuals in the community, to include minors and adults, relating to threat and mental health in order to prevent an act of violence, specifically, a targeted act of mass violence. Employees in this job classification are assigned to the Threat Management Division within the Broward County Sheriff's Office. Position works closely with law enforcement personnel to evaluate at-risk individuals to determine the level of threat, coordinate clinical interventions and implement immediate crisis management action plans. Employee establishes and maintains effective working relationships with mental health providers, community leaders, hospitals, professional associations, representatives of public and private agencies, community groups, law enforcement agencies and district school administrators. Employees in this classification function on call for response to emergencies or critical incidents. Performs related work as directed.

**This is a grant funded employment contract position. Continued employment is contingent upon the continued receipt of adequate grant funding. Selected candidates will be contract employees with the terms and conditions of such employment set forth in a contract between BSO and the selected candidates. Contract employees will not be entitled to the same rights and benefits as permanent employees. BSO shall have the right to modify pay or benefits at any time due to the increased benefit costs, budgetary or grant funding reductions or other fiscal problems/restraints. In addition, the contract can be terminated at any time for any reason.**

### **ESSENTIAL FUNCTIONS/PHYSICAL REQUIREMENTS:**

The list of essential functions, as outlined herein, is intended to be representative of the tasks performed within this classification. It is not necessarily descriptive of any one position in the class. The omission of an essential function does not preclude management from assigning duties not listed

herein if such functions are a logical assignment to the position.

Conducts assessments and manages a caseload for identified at-risk individuals in the community, to include minors and adults, relating to threat and mental health in order to prevent an act of violence, specifically, a targeted act of mass violence.

Evaluates individuals to determine the level of threat; coordinates clinical interventions and implements immediate crisis management action plans.

Initiates and maintains contact with referred individuals and their families to assess underlying issues; provides support and direction with assessment and referral.

Identifies challenges to healthy functioning and recommends mental health and social service interventions for the referred individual and family.

Establishes and maintains effective relationships with mental health providers, community leaders, professional associations, representatives of public and private agencies, community groups, hospitals, law enforcement agencies and district school administrators.

Informs referred at-risk individuals, family members and all relevant parties of legal requirements and expectations concerning treatment; coordinates with various local, county, educational, law enforcement, and community agencies concerning the status of cases.

Conceptualizes cases and determines subsequent plans of intervention, referrals, and delivery of services.

Provides support, education, and guidance to the referred individual and their family.

Conducts visits in various settings which may include: field visits to homes, healthcare facilities and other locations; maintains communications with the referred individual, family members and all other relevant parties.

Evaluates referred individual's level of functioning and status of engagement with services and their degree of effectiveness.

Completes detailed clinical documentation of all contacts related to the referred individual's case.

Conducts clinical interviews and completes structured threat assessment tools for risk assessment and treatment planning.

Operates under the clinical supervision of a licensed mental health professional.

Maintains files, records, and case documentation for compliance with established regulatory standards, Florida State Statutes, State Administrative Code i.e. HIPPA.

Attends professional conferences to maintain current knowledge of professional standards, theories, principles and techniques of mental health treatment including: clinical interviewing assessment, diagnosis, and crisis intervention.

Functions on call for response to emergencies, crisis intervention, and critical incidents as directed.

Operates an agency vehicle.

Performs related duties as directed.

Tasks involve the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or workstation. Tasks are performed in usual office conditions and includes field visits to homes, healthcare facilities and other locations, with potential for intermittent exposure to disagreeable elements, e.g. crime scenes, filthy homes.

Broward Sheriff's Office is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, Broward Sheriff's Office will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

**RECRUITMENT INFORMATION:**

Applicants who qualify will be subject to an extensive selection process and screening program, which may include, but not be limited to evaluation of training and experience; written test; computer based test; interview; polygraph examination; psychological evaluation; employment record, fingerprint and background check; medical examination; and drug screen. The expected duration of the selection process varies by position and could last 10 to 12 weeks. Reapplication will be determined on a case-by-case basis.

BSO is an equal opportunity employer and does not discriminate on the basis of age, citizenship status, color, disability, marital status, national origin, race, religion, sex, or sexual orientation. Veterans' preference per Florida law.

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://www.sheriff.org>

Position #19182A  
BEHAVIORAL HEALTH LICENSED THERAPIST - GRANT  
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2601 West Broward Blvd.  
Ft. Lauderdale, FL 33312  
(954) 321-4400

[hr\\_online@sheriff.org](mailto:hr_online@sheriff.org)

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**Behavioral Health Licensed Therapist - Grant Supplemental Questionnaire**

- \* 1. Due to the critical nature of this assignment, it is the Broward Sheriff's Office intention for this position to become a permanent-funded position. This position is currently funded by a three year grant with an option to renew annually. Based on this information are you still willing to accept the terms of this position?
- Yes    No
- \* 2. I recognize, understand and acknowledge the following: 1. The position that I am applying for is a grant funded position and therefore contingent upon the receipt of the applicable grant funding. 2. The selected candidate will be a contract employee with the terms and conditions of such employment set forth in a separate employment contract between BSO and the selected applicant. 3. The employment contract will be in effect for a specific period of time, unless otherwise terminated as set forth in the employment contract. 4. The selected candidate will be an at-will employee and therefore subject to termination by BSO at any time for any reason. 5. Contract employees are not entitled to the same rights and benefits as permanent employees. 6. Contract employees are eligible for the single lowest premium cost medical coverage and single dental coverage and are responsible for the standard bi-weekly contributions for such coverages. 7. Contract employees are enrolled in the Florida Retirement System (FRS) requiring a mandatory bi-weekly contribution of 3%. 8. BSO shall have the right to modify pay or benefits at any time due to the increased benefit costs, budgetary or grant funding reductions or other fiscal problems/restraints.
- Yes    No

\* Required Question