



## DUTCHESS COUNTY CLASS SPECIFICATION

## BEHAVIORAL HEALTH SPECIALIST II

DATE ADOPTED: 10/21/2025

LAST REVISION:

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### **DISTINGUISHING FEATURES OF THE CLASS:**

This is a professional position in the Department of Mental Health (DMH) requiring advanced skills in delivering services to individuals with complex behavioral health and addiction-related treatment needs. Responsibilities include working through a lens of integrated behavioral health and addiction related, person centered, strengths based, and trauma informed care. Additional tasks may include psychosocial and diagnostic assessment; treatment planning; individual and group therapy; crisis intervention; maintenance of electronic health records; coordination of treatment with other agencies and professionals providing ancillary services; and participation in patient discharge planning. The Behavioral Health Specialist II differs from Behavioral Health Specialist as they are expected to engage in higher-level clinical decision-making, oversee complex cases, and provide leadership in departmental initiatives. The work is performed under the general supervision of a supervising clinician. May supervise lower-level clinical, paraprofessional and clerical staff. Evenings, weekends, and other than normal work hours may be expected of this position.

### **TYPICAL WORK ACTIVITIES:**

Typical work activities for incumbents in this title include those listed below in addition to those typical work activities performed by lower-level titles in the series. They are indicative of the level and types of activities performed by incumbents in this title. It is not meant to be all-inclusive and does not preclude a supervisor from assigning activities not listed which could reasonably be expected to be performed by an employee in this title.

1. Oversees and manages a caseload of individuals with complex behavioral health needs, ensuring appropriate and timely interventions;
2. Formulates treatment plan for individual clients and modifies treatment plan to reflect challenges or changes in treatment;
3. Supports crisis response efforts by making high-level decisions in complex situations, while collaborating with and supporting lower-level clinicians through clinical consultation as needed;
4. Maintains case records of all required contacts and meetings;
5. Provides psychoeducation to clients and families related to addiction and/or behavioral health issues;
6. Coordinates treatment with other agencies and departments;
7. May provide court-ordered forensic evaluations and make treatment recommendations;
8. Responds to queries from insurance companies, DCFS and other agencies concerning pertinent patient information.



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### **FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES:**

Thorough knowledge of integrated treatment - behavioral health, addiction and recovery treatment; thorough knowledge of the factors which contribute to these complexities; ability to manage high-acuity cases, conduct comprehensive assessments, and develop and adapt individualized treatment plans that meet complex client needs; ability to work effectively with professional associates; ability to compile and organize client data; ability to organize work; ability to maintain records; ability to participate in community education activities including public speaking; ability to communicate effectively both orally and in writing; personal characteristics necessary to perform the duties of the position; physical condition commensurate with the demands of the position.

### **MINIMUM QUALIFICATIONS:**

Licensed by the New York State Department of Education as a Licensed Clinical Social Worker OR Licensed Mental Health Counselor with diagnostic privilege AND two (2) years post licensure work experience.

### **SPECIAL REQUIREMENTS:**

Possession of a valid Driver License to operate a motor vehicle in New York State at time of application, and to maintain the position.

### **COUNTY USE ONLY:**

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|------------------------------|---------------------------------------------------|
| <b>BARGAINING UNIT: CSEA</b> | <b>JURISDICTIONAL CLASSIFICATION: Competitive</b> |
| <b>GRADE: 16</b>             | <b>FLSA Code: OT Exempt</b>                       |
| <b>REVISION HISTORY:</b>     |                                                   |