



Emergence Health Network

El Paso Center for Mental Health/Intellectual Disabilities

Crisis Intervention Team (CIT) Therapist

Job Code: CITTHER - 121

Revision Date: November 10, 2022

Starting Salary: \$30.29 hourly; \$ 62,993 annually

FLSA: Exempt

Overview

We are an agency committed to innovative behavioral health services in trauma-informed care that promote healing and recovery to instill a sense of empowerment and foster a lifelong sense of resilience.

General Description

The position of CIT Therapist is a Crisis Intervention Team assignment will be partnered with a police officer assigned from the El Paso Police Department that will respond to mental health crisis calls throughout the community and will offer crisis intervention, stabilization, and assessment services while in the field. This unit is operational 24 hours a day, 7 days a week, 365 days a year. Work involves developing short-term contact with clients, client families, and service providers for medical, social, educational, and related service needs. The position will also serve as part of the clinical support component within the unit. The position works under general supervision, under police guidance and protection, and with moderate to higher latitude for the use of initiative and independent judgment while operating in the field.

This class works independently, under limited supervision, reporting major activities through periodic meetings.

Duties and Responsibilities

The functions listed below are those that represent the majority of the time spent working in this position. Management may assign additional functions related to the type of work of the position as necessary.

- While partnered with a mental health response police officer from the El Paso Police Department under the general supervision of the Crisis Intervention Team Director and Program Managers, they will respond to mental health community crisis calls and provide on- and off-site face-to-face, emergency screening assessments and rapid crisis intervention and crisis management to individuals experiencing a behavioral or emotional crisis with the potential for life threatening behavior and/or acute psychiatric crisis.
- The CIT unit will deploy into the community for offsite assessments as indicated by team management (30-minute response time).
- Staffs all screenings with Administrator on Duty, the clinician, and or Practitioner on call to provide the most appropriate disposition based on the client's individual needs, using least restrictive environment to stabilize the individual.

- Communicates disposition to the manager on shift and the Crisis Hotline for on and offsite assessments.
- Will assist mental health response police officer in transporting consumers to service facilities when required.
- Links consumer to immediate crisis stabilization and intervention services under the Crisis & Emergency Services division when required.
- Provides client tailored community referrals and linkage to assist the client in meeting individual needs and psychosocial requirements, to include psychiatric needs.
- If inpatient stabilization is needed, provides ongoing coordination with psychiatric facilities.
- Documents any service delivery, intervention conducted, communication with others to include outside agency personnel with rationale for intervention, date, time, name of person spoken to, and purpose.
- Serves as clinical support for the unit when onsite crisis counseling, and other modes of therapy are required during the crisis stabilization process. Reviews clinical documentation for quality, completeness, and timeliness.
- This position requires flexibility for work scheduling purposes and requires on-going cross training that involves changes in police or clinical operating procedures to effectively accomplish position duties and meet performance outcomes.
- Acquires and maintains credentialing requirements at all times.
- Complies with all additional unit trainings as designated by unit and center management.
- Exemplifies teamwork through good communication, cooperation, respect and dignity towards clients, co-workers, collaborating agency staff, outside agency personnel, and EHN staff.
- Performs other duties as assigned.

Minimum Education and Experience Requirements

Texas therapist license (LPC, LCSW, LMFT) required supplemented by two (2) years of experience in a combination of clinical services, crisis intervention services, crisis counseling or field caseworker; or possession of any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities.

Experience with trauma-informed services; cognitive behavioral therapies, including Dialectical Behavioral Therapy (DBT); and motivational therapies including the use of incentives, preferred.

Required Knowledge and Abilities

Knowledge of trauma-informed theories, principals, and practices (includes multi-faceted understanding of concepts such as community trauma, intergenerational and historical trauma, parallel processes, and universal precautions), preferred.

Physical Demands

This is field work where EHN staff will be assigned with a police officer. While in the field there may be physical demands that are beyond what is required in a typical office environment. While in the field you may be required to respond physically in the following manner: rapid physical response to protect oneself, strenuous physical exertion resulting from an altercation or exigent circumstance, running and or sprinting, assuming a bodily defensive posture, and the need to exercise PMAB response measures.

While performing the office duties required of this job, the employee is regularly required to sit and use hands and fingers to handle or feel. The employee frequently is required to reach with hands and arms; stoop, kneel, crouch, or crawl; and talk or hear. The employee is occasionally required to stand, walk, and climb or balance. The employee must frequently lift and/or move up to 25-35 pounds and may manually push/pull a dolly. Specific vision abilities required by this job include close vision, color vision, depth perception, and ability to adjust focus. Must be able to operate a vehicle

Unavoidable Hazards (Work Environment)

CIT specialist must accept and acknowledge that this is a work environment usually reserved for police officers that presents a higher risk for physical bodily harm, mental anguish, and in rare or extreme cases death. While in the field extreme physical exertion, personal defense response, and physical efforts involving the prevention and management of aggressive behavior all are real factors in performing your field duties.

CIT specialists will be expected to work out on different shift rotations and accept shift changes at minimum on a quarterly basis which may encompass morning, day, evening, and graveyard shift hours. Equipment Used: Computer terminal/data processing software to include case management software; various computer peripheral equipment as required; use of general office equipment as necessary. Work environment also includes visits to the client's residence or respective location in the community.

Special Certifications and Licenses

- Must possess and maintain a valid state Driver's License with an acceptable driving record.
- Must be able to pass a TB, criminal background and drug screen.
- Employee must be able to pass an extensive and detailed background investigation to be hired for CIT through the El Paso Police Department.
- Possess and maintain recognized current certification or complete specialized training to ensure up-to-date knowledge of job-related skills and technology.

Americans with Disabilities Act Compliance (ADA)

Emergence Health Network is an Equal Opportunity Employer. ADA requires Emergence Health Network to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

Other Job Characteristics

- Staffing requirements, including criteria that staff have diverse disciplinary backgrounds, have necessary State required license and accreditation, and are culturally and linguistically trained to serve the needs of the clinic's patient population.
- Credentialed, certified, and licensed professionals with adequate training in person-centered, family centered, trauma informed, culturally-competent and recovery-oriented care.

Note: This Class Description does not constitute an employment agreement between the Emergence Health Network and an employee and is subject to change by the Emergence Health Network as its needs change.