

Iowa Department of Administrative Services – Human Resources Enterprise
Job Classification Description

Behavioral Health Professional 1

Definition

Performs basic therapeutic or behavioral interventions, case management, and psychoeducational or counseling services in a state facility or intellectual disability program; administers, scores, and interprets clinical screens and assessments, assists in developing and implementing treatment plans, and delivers behavioral support and substance use education; operates under moderate supervision with some autonomy; performs related work as required.

The work examples and competencies listed below are for illustrative purposes only and not intended to be the primary basis for position classification decisions.

Work Examples

Acts as a member of a multi-disciplinary or inter-disciplinary treatment team serving an established functional unit or units in a mental health, correctional, juvenile detention, long-term care or intellectual disability institution; may have limited team administration responsibilities.

Administers, scores, and interprets a variety of behavioral health screens and assessments unique to the population served. Interpretation may be guided by or reserved for more advanced clinicians.

Participates in the clinical training of behavioral health students under the auspices of a higher-level and often licensed clinician.

Performs psychotherapy, mental health counseling, behavioral therapy, and related therapy with selected patients, residents, incarcerated individuals, or groups of same, in a state institution.

Prepares written reports documenting all therapeutic encounters, including clinical evaluations and recommendations for treatment.

Attends professional, staff, and in-service training meetings as required.

Collects data for clinical, quality assurance, and research activities.

Designs behavior support interventions, programs, and plans, and trains direct care staff in relevant principles and procedures.

Consults with cottage parents, unit correctional officers, or ward personnel in dealing with resident's behavioral and emotional problems.

Periodically visits individual patients, residents, or incarcerated individuals for supportive contact.

Discusses individual case progress with authorized family members of assigned residents, patients, or incarcerated individuals for continuity of care.

Works with community service organizations and programs to manage the serious and challenging behavior of individuals with complex behavioral health needs like mental illness, substance abuse, and/or intellectual or developmental disabilities.

Completes functional assessments and develops behavior support plans, which include interventions consistent with those that have been identified as “best-practice” in the professional literature and improve community provider’s skills in doing the same.

Competencies Required

Knowledge:

- Law and Government – Laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.
- English Language – The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Administrative – Administrative and office procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and workplace terminology.
- Psychology – Human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.
- Therapy and Counseling – Principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.
- Education and Training – Principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- Customer and Personal Service – Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Sociology and Anthropology – Group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures, and their history and origins.
- Public Safety and Security – Relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

Abilities:

- Written Expression – Communicate information and ideas in writing so others will understand.
- Written Comprehension - Read and understand information and ideas presented in writing.
- Oral Comprehension - Listen to and understand information and ideas presented through spoken words and sentences.
- Oral Expression – Communicate information and ideas in speaking so others will understand.
- Deductive Reasoning – Apply general rules to specific problems to produce answers that make sense.
- Inductive Reasoning – Combine pieces of information to form general rules or conclusions.
- Category Flexibility – Generate or use different sets of rules for combining or grouping things in different ways.

- Fluency of Ideas – Come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).
- Flexibility of Closure – Identify or detect a known pattern (a figure, object, word, or sound) that is hidden in other distracting material.
- Problem Sensitivity – Tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- Originality – Come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.

Skills:

- Active Listening – Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Critical Thinking – Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Reading Comprehension – Understanding written sentences and paragraphs in work related documents.
- Speaking – Talking to others to convey information effectively.
- Writing – Communicating effectively in writing as appropriate for the needs of the audience.
- Negotiation – Bringing others together and trying to reconcile differences.
- Active Learning – Understanding the implications of new information for both current and future problem-solving and decision-making.
- Judgment and Decision Making – Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Service Orientation – Actively looking for ways to help people.
- Social Perceptiveness – Being aware of others' reactions and understanding why they react as they do.
- Monitoring – Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Coordination – Adjusting actions in relation to others' actions.
- Persuasion – Persuading others to change their minds or behavior.

Minimum Qualification Requirements

Graduation from an accredited four-year college or university with a Master's degree in psychology, mental health counseling, applied behavior analysis, clinical social work, behavioral sciences, mental health, or a closely-related field.

Notes

Within a period of time after hire, as determined by the appointing authority, employees in this class may be required to obtain one or more of the following certificates, licenses, or endorsements:

- Temporary Licensed Mental Health Counselor (LMHCt)
- Licensed Mental Health Counselor (LMHC)
- Licensed Marriage and Family Therapist (LMFT)
- Licensed Clinical Social Worker (LCSW)
- Licensed Clinical Alcohol & Drug Abuse Counselor (LCADAC)
- Licensed Master Social Worker (LMSW)
- Licensed Independent Social Worker (LISW)
- Board Certified Assistant Behavior Analyst (BCaBA)
- Board Certified Behavior Analyst (BCBA)
- Licensed Behavioral Analyst

Effective date: 06/25 KC