

Health District

OF NORTHERN LARIMER COUNTY

JOB ANNOUNCEMENT

POSITION TITLE	Postdoctoral Psychology Associate Clinical Child and Adolescent Psychologist
DEPARTMENT	Mental Health and Substance Use Connections Child, Adolescent and Young Adult Connections (CAYAC) Team
POSITION NUMBER	53 -018
EMPLOYEE CLASSIFICATION AND HOURS	Time-Limited Full-time 40 hours per week (1 FTE) This is a time-limited position with an expected duration of 12 months. The actual length of the assignment will be contingent upon performance and similar relevant factors. Requires a flexible schedule and some evening hours.
STARTING SALARY	\$50,000 per year DOQ
POSITION GRADE	Grade 8
FLSA CLASSIFICATION	Exempt status
TO APPLY	The position will remain open and applications accepted until filled.

QUALIFICATIONS

Required

- **Education or Formal Training**
 - Doctorate Degree (Ph.D, Psy.D or Ed.D) in Psychology
 - Successful completion of an APA accredited internship
- **Experience**
 - A minimum of two years of clinical work with children, adolescents, and young adults. Clinical work should include direct testing with this population, including cognitive assessments, autism evaluations, personality assessments, adaptive functioning assessments, and ADHD evaluations.

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- Doctoral internship should have at least one rotation that included work with children, adolescents, or young adults in addition to the two above mentioned years.
- Doctoral internship should have a testing component (or rotation).
- **Knowledge, Skills and Abilities**
 - Advanced knowledge and expert skills in psychological assessment and diagnosis of children, adolescents and young adults (ages 4 age 24).
 - Previous experience in treatment of mental health conditions, substance use disorders and/or co-occurring disorders in children, adolescents and young adults using a variety of therapeutic modalities.
 - Knowledge of empirically supported treatments for children seeking mental health treatment.
 - Multicultural knowledge, awareness, and skills as they can be applied to work with children and families. This includes an advanced understanding of how the role of culture, socio-economic status, language, and oppression can impact child development.
 - Knowledge and skills in trauma informed care for children, adolescents, and young adults. Knowledge should include an understanding of developmental trauma.
 - Working knowledge of psychopharmacology and skills in medication monitoring.
 - Willingness and ability to adapt to the unique needs of a developing multi-agency team devoted to assisting and supporting families in navigating the process of screening, assessment, diagnosis, and treatment of mental health and substance use disorders in children, adolescents, and young adults.
 - Skills in cross-discipline consultation in order to coordinate the care for clients, including (but not limited to) working with school staff, psychiatrists, primary care physicians, DHS case workers, and other community providers.
 - Sensitivity, compassion, excellent communication skills and excellent time management skills.
 - Positive professional demeanor working with the public and co-workers.
 - Ability to work both cooperatively and independently while utilizing consultation and supervision appropriately.
 - Ability to maintain professional, positive, productive relationships.

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- **Special Consideration Will Be Given For:**
 - Bilingual skills written and oral (English/Spanish)
 - Experience collaborating with physicians, behavioral health specialists, and others to implement treatment and intervention programs and maintain communication across systems.
- **Technology Skills**
 - Intermediate computer and keyboarding skills to include Microsoft Office Suite software (Word, Access, Excel, PowerPoint), database/spreadsheets, Outlook, and Internet.
- **Working Environment/Physical Requirements**
 - The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
 - Must have close visual acuity to perform activities such as: preparing and analyzing data and figures, viewing a computer monitor, extensive reading.
 - Must be able to sit or stand for prolonged periods.
 - Must have eye-hand coordination and manual dexterity sufficient to operate a computer keyboard, telephone, photocopier and other office equipment.
 - Must have normal physical mobility, which includes movement from place to place on the job.
 - Must have the ability to communicate information and ideas verbally so others will understand.
- **Infection Control Requirements**
 - Healthcare workers are required to comply with infection control policies including immunity to Measles, Rubella, Mumps, Varicella, and Pertussis. Proof of immunization record is required. An annual screening for Tuberculosis and an annual Influenza vaccination are required.
- **Requires Reliable Vehicle; Valid Driver's License and Auto Insurance**

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REPORTS TO Clinical Child and Adolescent Psychologist

GENERAL DUTIES/PURPOSE

The Child, Adolescent and Young Adult Connections (CAYAC) Team is a unique model of community mental health which aims to support families through the process of screening, assessment, diagnosis, and treatment of mental disorders and/or substance use disorders in children, adolescents and young adults (ages 4 – 24). The CAYAC Team is a cross-agency team made up of child and adolescent psychiatrist(s), licensed psychologist, licensed behavioral health specialists, care coordinators, and a medical assistant. CAYAC works closely with families, schools, physicians, social service agencies and others to coordinate and facilitate assessments and treatment and remove barriers that may impede progress and success.

The Postdoctoral Associate participates in multi-disciplinary teams to deliver psychological services, including assessments, diagnostic consultations, and psychological testing, to children, adolescents and young adults. This position will also gather and review previous assessments when appropriate to determine additional or remaining assessment needs and will help determine whether needed assessments are available and accessible in the community and coordinate the assessment process with other providers. The CAYAC program continues to grow and change to adapt to the needs of the community, therefore a Postdoctoral Associate will need to remain flexible and adapt practice to the needs of the CAYAC Team.

The Postdoctoral Associate will primarily provide consultation and direct testing for children, adolescents, and young adults, however this role also encompasses providing consultations and training to Connections and CAYAC staff, community partners, primary care physicians, and others as needed and appropriate. This role also involves close collaboration with the CAYAC psychiatrist(s), referring physicians, school staff, behavioral health specialists, care coordinators and other members of the CAYAC Team, and works closely with families and others to monitor and promote mental, social and emotional health of program participants aged 4-24 years old.

Clinical supervision will be provided for the Associate at least two hours a week from a licensed psychologist. There is also the opportunity for interdisciplinary group consultation meetings which include clinical and administrative group supervision. Additional training components to include workshop attendance, community trainings, and other professional development opportunities.

SPECIFIC DUTIES

- 1) Provides psychological assessment and diagnosis services appropriate to the age-specific needs of patients in accordance with the principles of growth and development for infant, child, adolescent, and young adult life cycles.
- 2) Gathers and reviews patients' previous assessments when appropriate to determine additional or remaining assessment needs. Helps determine whether needed assessments are available and accessible in the community and coordinates assessments with other providers.
- 3) Applies knowledge of psychopharmacology in management and monitoring of patients with mental illnesses and/or substance use disorders.

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- 4) Consults and participates in collaborative care with treatment teams and family members to improve patient outcomes.
- 5) Provides brief behavioral health consultation, making quick, accurate assessments and offering practical, succinct and easily digestible suggestions to primary care providers.
- 6) Develops and maintains records and prepares pertinent reports on services provided and client outcomes.
- 7) Provides formal didactic presentations on selected clinical topics to Health District staff and community members as appropriate.
- 8) Provides informal telephone and “curb-side” clinical consultation to primary care providers, family practice residents, colleagues and others as appropriate on a daily basis.
- 9) Actively participates as a member of the CAYAC team, participating in case consultation, staff meetings, and providing education, training and consultation for team members.

OTHER DUTIES

- 10) May provide clinical supervision to master’s level therapists/interns as requested by the CAYAC Psychologist or Director of Connections/CAYAC.
- 11) Actively participates in meetings that support the Health District’s Mental Health Connections and CAYAC Team goals and activities.
- 12) Adheres to policies and procedures of the Health District and participating clinics.
- 13) Attends clinical staff meetings scheduled by the CAYAC Psychologist or Director of Connections/CAYAC.
- 14) Keeps abreast of technical/professional trends and developments impacting assigned projects and disseminates this information to appropriate personnel as indicated.
- 15) Works as a team member, participating in group meetings, retreats and special events as necessary.
- 16) Other duties as assigned by the CAYAC Psychologist or Director of Connections/CAYAC.

The above job definition information has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. Job duties and responsibilities are subject to change based on changing business needs and conditions.

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Equal Opportunity Employer: The Health District is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, ethnic or national origin, ancestry, age, sex, pregnancy, disability, genetic information, veteran status, gender, marital status, sexual orientation, gender identity or expression, religion (creed), political beliefs, or any other characteristic protected by federal, state or local laws.