



**TOWN OF HOLLISTON
JOB DESCRIPTION**

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| JOB TITLE: | JAIL DIVERSION PROGRAM (JDP) CO-RESPONSE CLINICIAN | DATE: | 08/28/23 |
| DEPARTMENT: | HOLLISTON POLICE DEPARTMENT | GRADE: | GRADE 700/ 40 HOURS |
| REPORTS TO: | HOLLISTON'S CHIEF OF POLICE | FLSA: | NON-EXEMPT |

POSITION PURPOSE:

The Co-Response Clinician will deliver overall clinical services alongside police personnel in the communities of Holliston, Sherborn, and Hopkinton. The Co-Response Clinician will provide crisis response to individuals in need to offer on-scene de-escalation, support, assessment of mental status, social functioning, and determine level of risk to self and others.

Clinician services will include co-response with police to dispatched calls, ride-alongs on patrols, follow-up visits to identified persons after a law enforcement encounter, assessment of persons, provision of information and referral, applicable data-related tasks, coordination of Jail/Arrest Diversion Program activities among all participating communities, and participation in community & statewide forums that relate to the Jail/Arrest Diversion Program's mission.

The Co-Response Clinician will also coordinate ongoing Police officer training on behavioral health and social services topics, using both in-service and external training opportunities.

This is a grant-funded position, stationed at the Holliston Police Department, and managed by the Holliston Police Chief. The Holliston Police Department will use grant funds to meet the necessary employee-related expenses and equipment needs of the co-response clinician.

ESSENTIAL FUNCTIONS:

Works collaboratively to assist and support law enforcement on calls involving individuals in a mental health/substance use related crisis.

Participates in regular ride-alongs in all partner police departments.

Works closely with community members who are in crisis, identifying signs of mental health conditions, emotional dysregulation, and substance use.

Performs risk assessments, crisis interventions, and employs de-escalation techniques.

Provides community-based care through effective and efficient in-person responses, telephone support and referrals.

Develops and maintains a thorough knowledge of community resources relevant to crises being managed.



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Documents all clinical interventions and follow-up care needed in detail.

Provides informal and formal training to law enforcement and dispatchers.

Collects and enters data on interventions performed in the DMH database and clinical notes program.

Engages in training and professional development for all assigned departments to enhance clinical, law enforcement, and justice system knowledge.

Functions as the primary point of contact for law enforcement.

Provides Administrative and Clinical On-Call support for law enforcement agencies as needed.

Serves as primary point of contact for all community-based public speaking engagements.

Provides oversight of Program Operations in all partner police departments.

Coordinates and facilitates monthly Co-Response Program Operations Meetings with each assigned police department.

SUPERVISION:

Works under the direct and general supervision of the Holliston Chief of Police.

RECOMMENDED MINIMUM QUALIFICATIONS:

EDUCATION AND EXPERIENCE:

Master's degree in counseling, psychology, or related field. Strongly prefer a candidate with current Massachusetts independent practice licensure in Mental Health Counseling, Social Work, or Psychology.

Strongly prefer a candidate that has direct experience with the Co-Response model in a law enforcement agency. Must have working knowledge of current version of the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders.

Four (4) or more years of experience in crisis work preferred.

ADDITIONAL REQUIREMENTS:

Ability to pass Town of Holliston a background process, psychological screening, drug test and become CORI certified.

KNOWLEDGE, ABILITY AND SKILL:

Excellent supervisory, organizational, and time management skills.



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Understanding of grief and trauma.

Excellent client assessment, and intervention skills.

Proactive, creative, ethical, and enthusiastic approach and strong interpersonal skills.

Excellent de-escalation skills.

Ability to work as a member of an interdisciplinary team.

Responsive with follow through on individual tasks.

Ability to conduct rapid risk assessment.

Demonstrate understanding of and competence in serving culturally diverse populations.

Ability to establish rapport with the public and individuals in need of services, family members, law enforcement and service providers.

The essential functions or duties listed herein are illustrations of the type of work that is performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Reasonable accommodations may be made to enable individuals with disabilities perform the essential functions. This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.

(Grade 600, Pay Range: \$75k-\$80k)