Health Specialist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
HEALTH SPECIALIST I	4161	B17	$42,976 - $64,469
HEALTH SPECIALIST II	4162	B18	$45,521 - $71,055
HEALTH SPECIALIST III	4163	B19	$48,244 - $76,028
HEALTH SPECIALIST IV	4164	B20	$51,158 - $81,351
HEALTH SPECIALIST V	4165	B21	$54,278 - $87,046
HEALTH SPECIALIST VI	4166	B23	$61,184 - $99,658
HEALTH SPECIALIST VII	4167	B25	$69,572 - $114,099

GENERAL DESCRIPTION

Performs counseling or psychological work involving testing and assessing, counseling, reporting, and research.

EXAMPLES OF WORK PERFORMED

Performs evaluations, assessments, and interprets results.

Performs counseling and psychological activities, including conducting individual, group, and/or family sessions.

Interviews clients, recommends treatment, and prepares reports.

Maintains clients' treatment plans and progress records.

Participates in research projects and program evaluations.

Prepares behavioral analyses, and designs and monitors behavior modification and skill acquisition plans.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level VII may also perform work listed within the previous levels.

***Note**: Factors that may distinguish between journey and senior levels include the degree of independence in performing the work; the complexity of the work; the scope of responsibility; and the employee's related experience, education, and certifications. Other factors may include the complexity and responsibility of assigned caseloads, specialization of practice, and type of practice setting. Employees at the journey levels generally manage more routine or standard caseloads, while escalating unusual or complex cases to more experienced employees.*

Journey-level employees may independently perform the full range of work identified within current or previous levels and may assist others performing the work of greater complexity.

HEALTH SPECIALIST I: Performs routine (journey-level) counseling or psychological work. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment.

HEALTH SPECIALIST II: Performs moderately complex (journey-level) counseling or psychological work. Works under general supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may:

- Plan and implement psychological activities in accordance with treatment plan.
- Select appropriate assessment and evaluation tools and techniques.
- Document progress of client and services provided.

HEALTH SPECIALIST III: Performs complex (journey-level) counseling or psychological work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Conduct research projects and disseminate findings.
- Provide training to agency staff on counseling and psychological assessment tools and techniques, treatment methods, and intervention techniques.
- Develop, modify, and implement individualized program plans.

***Note**: Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate, direct, and/or oversee that work for others. Senior-level employees may have more complex or specialized caseloads or have additional management or supervisory authority. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority; and the nature, complexity, scope, and impact of the work performed. Other factors may include the employee's practice specialization and the type of practice setting.*

A senior-level employee (levels IV-VII) may serve in a lead or supervisory role; however, supervisory responsibilities within this job classification series will normally be found at the V, VI, and VII levels depending on the structure and size of the supervised work group.

HEALTH SPECIALIST IV: Performs highly complex (senior-level) counseling or psychological work. Works under limited supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Participate in quality assurance and quality enhancement activities related to psychological and counseling activities.
- Provide counseling activities in response to emergency events or disasters, crises, and critical incidents.

HEALTH SPECIALIST V: Performs advanced (senior-level) counseling or psychological work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop education-based group counseling activities to improve knowledge and skills of clients in relation to recovery.
- Develop community support plans for clients who are being discharged.
- Provide mental health treatment and services to agency staff who work in high-stress environments or after a crisis or critical incident.

HEALTH SPECIALIST VI: Performs highly advanced (senior-level) counseling or psychological work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop program policies, procedures, and standards related to program activities.
- Evaluate records to determine compliance with policies and procedures, correctness of assessment and evaluation, quality of service, or effectiveness of treatment.

HEALTH SPECIALIST VII: Performs highly advanced (senior-level) counseling or psychological work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Analyze program activities and implement action plans to improve or initiate new program strategies.
- Provide feedback and recommendations to agency leadership to improve the mental health, psychological safety, and wellness of agency staff.
- Prepare reports, strategic plans, and budgets for program area.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Agencies have the discretion to identify the general or specialized experience, education, or certifications required for positions and may tailor qualification requirements to specifically meet the agency's business needs. Agencies may substitute experience, education, military service, apprenticeships, and relevant credentials for one another, if appropriate and allowed by statute.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of counseling, psychology, therapy, and related disciplines; and psychological tests, measurements, and treatment techniques and practices.

- Skill in interviewing, evaluating, and assessing patients.

- Ability to interpret diagnostic interviews and test data, to conduct individual and group discussions, to analyze behavioral deficits, to develop plans for implementing and monitoring rehabilitation activities in skill acquisition and behavior management, and to communicate effectively.

Additional for Health Specialist IV – VII levels

- Ability to supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

May be required to be licensed in a specialty area such as a Licensed Psychological Associate (LPA), Licensed Professional Counselor (LPC), Licensed Clinical or Master Social Worker (LCSW or LMSW), or Licensed Marriage and Family Therapist (LMFT).