



Mental Health Professional Expectations

Department: Fire

Date: August 2024

Reports to: Fire Chief

Status: Contractor

Level: N/A

Purpose Statement

Provide embedded mental health support services to all fire department staff.

Organizational Values

Our values:	Your contribution:
Collaboration: we value people and perspectives	• Facilitate strong internal and external relationships • Leverage internal and external resources
Innovation: we are on the leading edge	• Champion new methods of intervention and support • Enhance current wellness strategies
Excellence: we expect the best	• Implement best practices in the mental health field • Deliver timely support services in a confidential manner • Maintain a strict level of confidentiality

Essential Functions

The most critical work to be done in the job.

1. **Maintain a Proactive and Reactive mental health and wellness support services program.**

- Maintain consultation relationship with senior leadership.
- Identify the support needs of the department.
- Support management of the program.
- Support behavioral and mental health issues that arise in the department.
- Attend different department meetings as directed by the Fire Chief.
- Participate with different groups in the city to assist in organization development.
- All services will maintain standards of privacy and confidentiality.

2. **Provide Training services**

- Provide wellness education on shift and in other scheduled trainings as directed by the Chief of Professional Services.
- Provide training to the Peer Support Team.
- Provide EMS response training at least annually.

3. Engagement in Proactive initiatives

- Engagement of rapport building activities. Including ride along and shift visits at all stations.
- Support efforts of prevention and investigation team.
- Meet with all admin staff.
- Work with Peer Supporters by providing clinical direction and program development.
- Provide wellness checks for all department employees on an annual basis.

4. Reactive response services to individual, team, and department incidents

- Work as a resource navigator for all mental health needs of employees and their family members.
- Be available to meet with department employees in person, by phone, and by text promptly to assess, stabilize, and refer as needed.
- Provide a diagnostic assessment.
- Provide short-term counseling but not long-term therapy.
- Provide crisis intervention as needed.
- Develop and sustain a referral network for behavioral health conditions that can arise from work duties.
- Ensure resources are available both on and off duty.
- Provide critical incident response to high-impact incidents to shifts, departments, and cities. This may include one-to-one and group defusing and debriefings.
- Provide resource reminders after all trauma events.
- Advise department leadership in recovery from high-impact incidents.

Education and Experience

The knowledge, skill, and ability to do the essential functions of the job.

Advance graduate degree at the master or doctorate level in psychology, social work, marriage and family therapy or counseling. State licensure at the independent level in psychology, marriage and family, social work, or professional counselor. Must have a valid driver's license or the ability to obtain. Minimum of five years experience post-licensure. Background in the following clinical areas: depression, anxiety, addiction, marriage/couples, trauma, culture competency in public safety. Preferred experience in organization development, training, and sports/performance psychology.

Physical Demands

Factors affecting how essential functions are successfully performed.

While performing the duties of this job, the contractor is regularly required to sit, talk, hear, and use hands and arms. The contractor is occasionally required to stand, walk, and kneel in performing daily office work. The contractor is expected to ride along intermittently with staff who are responding to emergencies or performing work in the community.

Work Environment

What is encountered while performing the essential functions of this job.

Work is primarily performed in a standard office environment that includes exposure to computer screens and moving fire vehicles. The noise level in the work environment is usually moderate but can escalate due to station alert tones or sirens. The environment is variable and unpredictable when riding along or working outside the fire station.