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Clinical Counselor Senior

JOB CODE	JOB FAMILY	PROFILE
JCP423	**Health and Social Services**	**Clinical Counselor Senior**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Salary	**$69,451.00 - $109,720.00**	**August 28, 2026**

The Clinical Counselor Senior provides addiction and mental health counseling services in accordance with scope of licensure to clients at various programs operated by the department. Position is responsible for delivery of treatment services in a manner consistent with the department's treatment modalities.

Job Description

DUTIES AND RESPONSIBILITIES

- Gathers relevant client information through screening, assessments, and the taking of case histories; evaluates informational findings to determine client treatment and intensity needs.
- Formulates Individual Service Plans that systemically and holistically address client treatment needs.
- Provides clinically based training/supervision to other clinicians and/or interns within the department on a variety of topics or as assigned.
- Provides therapeutic interventions as appropriate for clients in crisis situations.
- Based on assessed needs, refers client to other treatment/supportive needs services, such as medically based providers, psychological evaluations and other treatment and/or support groups.
- Conducts individual and group counseling sessions as appropriate to licensure level and within the guidelines of the department's clinical structure.
- Provides treatment oriented educational-based group facilitation following guidelines and protocols consistent with the department's chosen treatment modality.

- Initiates and maintains accurate case files; documents notes relevant to provided care; maintains record of referrals and related forms.
- Maintains ethical standards of practice, professional competence, conduct and integrity, confidentiality, responsibility to clients and responsibility to the profession per New Mexico occupation and professional licensing board standards.
- Prepares documents for presentation; prepares detailed client progress reports as required.
- Attends staff meetings and team conference as assigned.
- Provides support to direct care services.
- *The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.

MINIMUM QUALIFICATIONS

- Master's Degree in Counseling, Psychology, Mental Health, Social Work or a related field.
- One (1) year of post-graduate, supervised related work experience in individual and group therapy for individuals with co-occurring substance misuse and mental health disorders.
- Current and valid New Mexico Licensure as a Licensed Clinical Social Worker (LCSW) or Licensed Professional Clinical Counselor (LPCC) or Licensed Marriage and Family Therapist (LMFT) -or- a current provisional license from the New Mexico Regulation and Licensing Department in any of the above-mentioned license types may conditionally serve to satisfy the licensure requirement.
- The provisional license shall only serve in meeting the licensure requirement for as long as it remains valid. Failure to maintain an active licensure status shall violate the conditional employment and will result in re-assignment or termination.

*Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver’s license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.

- All positions may be required to work various shifts and scheduled per department needs.
- Must obtain State certification as a provider of clinical supervision within six (6) months of hire.
- Pursuant to the criminal history screening for Caregivers Act, Section 29-17-1 through Section 29-17-5 NMSA 1978, new hires at the Department of Behavioral Health Services facility will be required to complete a caregiver criminal history screening for all caregivers. Conviction of a disqualifying condition is cause for termination or sufficient reason not to hire if applicant has a disqualifying condition on their record at time of application.

WORKING CONDITIONS

- Most essential duties are performed indoors in a temperature-controlled environment.
- Indoor working surface is even and either carpeted or tiled.
- Indoor surfaces are typically dry and may involve the use of stairs.
- Work hazards or potential work hazards include those of a correctional facility environment with exposure to noise and dangerous situations that could involve serious bodily injury and other work hazards.
- Works alone primarily, with or without direction; works with groups at times and/or with select teams.
- Required to work varying shifts and schedules to meet department needs to include day, swing, nights and/or weekends.

EQUIPMENT, TOOLS, AND MATERIALS

- Utilizes computers and communication equipment on a daily basis.
- Equipment typically used in the performance of duties includes telephone, two-way radio, computer, printer, and copy machine.
- Materials and products typically handled in the performance of administrative duties include files, forms, reports, various other forms of paperwork with a variety of basic office supplies and equipment.
- May handle first aid and oxygen equipment on an occasional basis.

Additional Description

This job profile is classified as safety-sensitive. Employees with safety-sensitive job profiles are subject to pre-employment, reasonable suspicion, post-accident, return-to-duty, and random drug & alcohol testing in accordance with the organization’s Drug and Alcohol Testing Policy.

Duties that require a Commercial Driver’s License (CDL), firearm(s) use, or are otherwise regulated under the Federal Aviation Administration (FAA), Federal Motor Carrier Safety Administration (FMCSA), or the Omnibus Transportation Employee Testing Act, are subject to all applicable federal drug and alcohol testing requirements. Employees in these federally regulated positions must comply with all DOT testing procedures, including enrollment in a DOT-compliant random testing pool.