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Crisis Response Clinician

JOB CODE	JOB FAMILY	PROFILE
JCP406	**Health and Social Services**	**Crisis Response Clinician**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Salary	**$69,451.00 - $109,720.00**	**July 25, 2026**

The Crisis Response Clinician works with first responders to provide crisis intervention and de-escalation services for adults and children experiencing behavioral health crises. The clinician responds on scene, conducts mental health assessments, engages in de-escalation, makes appropriate referrals, and provides follow-up services. The position collaborates with law enforcement, area hospitals, and partnering agencies to coordinate care and services. The clinician receives clinical supervision from the Medical Director and higher-level staff.

FUNCTIONAL AREAS

PUBLIC SAFETY

Serve as a Crisis Response Clinician for the Bernalillo County Public Safety Division, with a focus on educating, counseling, conducting possible pre-employment screenings, and evaluating the mental health needs of Public Safety personnel. Provide treatment services in alignment with the department's treatment modality. Conduct evaluations, assessments, crisis interventions, safety planning, and referrals for members of Bernalillo County Public Safety. Develop proactive curriculums to address issues such as PTSD, substance abuse, and suicide. Deliver clinically based training to other professionals within the department on a variety of topics or as assigned.

BCSO

The Crisis Response Clinician (Mobile Crisis Team) works with first responders to provide crisis intervention and de-escalation services for adults and children experiencing behavioral health crises. The clinician responds on scene, conducts mental health assessments, engages in de-escalation, makes appropriate referrals, and provides follow-up services. This position collaborates with law enforcement, area hospitals, and partnering agencies to coordinate care. The clinician receives clinical supervision from higher-level staff.

Job Description

DUTIES AND RESPONSIBILITIES

- Responds in person with the assigned law enforcement officer or first responder to mental health calls involving individuals in crisis who may be experiencing psychological and/or associated mental health emergencies or chronic mental illness.
- Prepares and maintains written reports containing clinical material, ensuring the information is secure, confidential, and compliant with state and federal privacy regulations.
- Evaluates a wide range of crisis situations and provides appropriate information and referral services to support resolution.
- Conducts concise, mobile bio-psychosocial evaluations of individuals experiencing acute psychiatric emergencies.
- Assesses safety, determines necessary services, and makes appropriate referrals, taking into account client preferences.
- Provides short-term, solution-focused clinical interventions.
- Develops or participates in the development of safety or crisis management plans to help individuals maintain personal safety and protect others during periods of increased stress.
- Actively engages individuals, their natural supports, and treatment providers in the planning and intervention process.
- Writes a Certificate of Evaluation, when appropriate, following assessment to authorize safe transport to a hospital.
- Communicates effectively with other staff members to ensure coordinated and efficient care.
- Provides on-call support as needed, including responding to emergencies, urgent operational needs, or after-hours inquiries, ensuring continuity of essential services outside of standard business hours.
- Performs other job-related duties as assigned.

PUBLIC SAFETY

- Works as part of a co-responder team to address the specialized needs of Public Safety employees.
- Responds to and evaluates staff following a wide range of crisis events, either individually or as part of a team.
- Conducts brief safety and risk assessments (e.g., suicidality, homicidality) using a trauma-informed approach for Public Safety employees.
- Provides short-term, solution-focused clinical interventions as needed.

- Follows up with Public Safety employees who, based on assessment, indicate a need for continued contact and support.
- Develops follow-up action plans with individuals, as appropriate.
- Provides on-call support as needed.
- Conducts mental health assessments as required.
- Maintains sensitive and confidential information in accordance with privacy standards.
- Supports the Peer Support Coordinator and Peer Support Program with professional guidance.
- Provides support for other Public Safety programs, including Peer Support, the Chaplaincy Program, MAP liaison, and EAP liaison.
- Helps develop a strong onboarding program for new hires to promote mental health, self-advocacy, and awareness.
- Coordinates with community mental health agencies and support resources.
- Researches and implements an effective alcohol and drug awareness and prevention program that promotes wellness and job security.
- Creates comprehensive suicide risk assessments.
- Maintains 100% exposure to Public Safety employees through routine visits and by utilizing all available opportunities to engage with staff.
- Builds trust through participation in sit-ins and ride-alongs.
- Collaborates with Peer Support and Public Safety programs in the event of a suicide, employee death, or severe medical event involving Public Safety personnel.
- Performs related duties and other assignments as needed.
- Provides on-call support as needed, including responding to emergencies, urgent operational needs, or after-hours inquiries to ensure continuity of essential services beyond standard business hours.

SHERIFF'S OFFICE

- Responds in person with the assigned CIT-trained law enforcement officer or first responder to mental health calls involving individuals in crisis who may be experiencing psychological emergencies, co-occurring disorders, and/or chronic mental illness.
- Prepares and maintains written reports containing clinical material, ensuring confidentiality and compliance with state and federal privacy regulations.
- Evaluates a wide range of crisis situations and provides appropriate information and referral services to support resolution.
- Conducts mobile bio-psychosocial evaluations for individuals experiencing acute psychiatric emergencies.

- Assesses safety, determines service needs, and makes appropriate referrals, taking client preferences into account.
- Provides short-term, solution-focused clinical interventions.
- Develops or participates in the development of safety and crisis management plans to help individuals maintain personal and community safety during periods of increased stress.
- Actively engages individuals, their natural supports, and treatment providers in the assessment and planning process.
- Writes a Certificate of Evaluation, when clinically appropriate, to authorize safe transport to a hospital.
- Communicates effectively with other staff members to ensure coordinated care and response.
- Assists with Crisis Intervention Training as needed.
- Provides on-call support, including response to emergencies, urgent operational needs, or after-hours inquiries, to ensure continuity of essential services outside of standard business hours.
- Performs other job-related duties as assigned.
- ***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 Social Work, Counseling, Psychology, or related field.
- Two (2) years of work experience in mental health.
- Licensing as a Licensed Independent Social Worker (LISW), Licensed Clinical Social Worker (LCSW), Licensed Professional Clinical Counselor (LPCC), Licensed Marriage and Family Therapist (LMFT), Certified Nurse Practitioner (CNP), or a Clinical Nurse Specialist (CNS).

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:

- Employee must successfully complete the post-offer employment medical examination and background investigation.
- Pursuant to the Criminal History Screening for Caregivers Act, Section 29-17-1 through Section 29-17-5 NMSA 1978, new hires at the 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 the applicant has a disqualifying condition on their record at the time of application.

- Employee must comply with the safety guidelines of the County.
- Employee completes required FEMA training(s) as assigned to the position.
- Employee must have a valid New Mexico driver’s license by employment date and maintain a valid NM driver’s license while employed in this position.

WORKING CONDITIONS

- Duties are performed both indoors and outdoors.
- Indoor duties are performed in a temperature-controlled environment. Workers are also exposed to natural weather conditions, which may be severe while performing outdoor duties.
- Indoor duties are performed on an even surface, which may be carpet, tile, or concrete. Indoor surfaces are typically dry. Outdoor duties may be performed on even or uneven surfaces, which may be wet or dry.
- Work hazards or potential work hazards include the possibility of personal injury from violent residents or heavy exertion activities while restraining or pursuing residents.
- Fieldwork is required on a frequent basis.
- Employee may be required to work a flexible schedule.

EQUIPMENT, TOOLS, AND MATERIALS

- Utilizes computers and communication equipment on a daily basis.
- Materials and products handled include various forms and office supplies.

Additional Description

This position is safety sensitive. Employment is subject to a pre-employment and random drug testing in accordance with all terms and conditions of federal and state rules and regulations regarding alcohol and/or drug testing.