

TOMPKINS COUNTY CIVIL SERVICE VACANCY Inclusion Through Diversity

OPEN TO THE PUBLIC

Tompkins County Department of Human Resources Office
125 E. Court Street
Ithaca, NY 14850
(607) 274-5526

Tompkins County is an Equal Opportunity/Affirmative Action employer. Minorities and women are encouraged to apply

TITLE: Licensed Clinical Therapist

SALARY: \$42.98/hr - Hire Rate(2026); \$46.60/hr - Work Rate(2027)

TYPE OF EMPLOYMENT: Full Time

ISSUE DATE: 06/01/26

THE FINAL DATE TO FILE APPLICATIONS: 06/14/26

DATE THAT THIS ANNOUNCEMENT SHOULD BE REMOVED FROM POSTING: 06/15/26

RESIDENCY: Candidates must have been legal residents of Tompkins County or one of the six adjoining counties (Cayuga, Chemung, Cortland, Schuyler, Seneca, Tioga) for at least one month immediately preceding the date of application and maintain residency. For Examinations: The eligible list resulting from the examination will be established in accordance with the final earned numerical ratings of passing candidates regardless of residence. A municipality or district may exercise its right under section 23-4-a. of Civil Service Law to request a certification of eligible candidates who have been residents of that municipality or district for at least one month prior to appointment. After the names of residents have been exhausted, Tompkins County must then certify the names of non-residents on the list.

Tompkins County Whole Health is seeking a Licensed Clinical Therapist to serve as a Court-Based Mental Health Navigator. This innovative position supports individuals involved in the justice system who are experiencing mental health challenges by helping them connect with treatment, services, and community supports. This is a full-time (35 hours per week) position with a hiring rate of \$42.98 per hour and a work rate of \$46.60 per hour after nine months of consecutive employment.

The Court-Based Mental Health Navigator works collaboratively with the courts, legal partners, and behavioral health providers to improve access to care, reduce barriers to treatment, and promote positive outcomes for participants.

Responsibilities include conducting intake assessments, providing care coordination and referral services, monitoring engagement in treatment, and supporting individuals as they navigate both behavioral health and justice systems. This role offers a unique opportunity to make a meaningful impact through early intervention, advocacy, and cross-system collaboration.

Choosing to join us means becoming part of a multidisciplinary team that includes psychiatrists and nurse practitioners, nurses, peer specialists, and fellow licensed clinical therapists. Tompkins County Whole Health provides ongoing training, weekly individual and group supervision, and opportunities for professional growth. In addition, you may be eligible to explore loan forgiveness opportunities through the HRSA program.

TCWH values clinicians who are compassionate, collaborative, professional, adaptable, and committed to serving their community. We are looking for someone who enjoys building partnerships, thinking creatively to solve problems, and helping individuals access the support they need to thrive.

The title of Licensed Clinical Therapist is approved under NYS HELPS. No exam is required.

MINIMUM QUALIFICATIONS:

1. Current New York State licensure as recognized by New York State Department of Education as licensed professionals and recognized by the Office of Mental Health (OMH), including a Licensed Master Social Worker, Licensed Clinical Social Worker, Licensed Clinical Social Worker-R, Licensed Creative Arts Therapists, Licensed Marriage and Family Therapists, and Licensed Mental Health Counselors **OR**
2. Possession of a Master's degree or higher from a regionally accredited or New York State registered college or university in Social Work, Mental Health Counseling, Clinical Mental Health Counseling, Counseling, Marriage and Family Therapy, Creative Arts Therapy, Art Therapy, Dance/Movement Therapy, Drama Therapy, Music Therapy, or a closely related mental health field determined by the New York State Office of the Professions to meet the educational requirements for limited permit eligibility as an LMSW, LMHC, LMFT, or LCAT.

NOTE:

If qualifying under Option 2 of the minimum qualifications, the selected candidate must, within 90 days of appointment, obtain a valid limited permit issued by the New York State Office of the Professions **OR** provide documentation demonstrating that a complete limited permit application has been submitted and is pending state approval.

SPECIAL REQUIREMENT:

Possession of a valid NYS class D Driver's License at the time of appointment and maintenance of such license for the duration of employment.

Tompkins County Government centers diversity, equity, and inclusion. We are committed to the empowerment of employees and residents to dismantle systemic barriers that inhibit inclusive governance and the provision of government services to all. Guided by our values of Respect, Accountability, Integrity, Equity, and Stewardship, we strive to build a workplace and community rooted in trust, belonging, and opportunity for all.

Learn more about our [Strategic Plan](#) and [Institutionalizing Equity Report](#), which embed equity across our

DISTINGUISHING FEATURES OF THE CLASS:

The Licensed Clinical Therapist role is to provide initial diagnostic assessments, individualized person-centered treatment planning, individual, family and/or group psychotherapy and/or other therapeutic interventions, crisis intervention, complex care coordination, and referrals for other services as appropriate. The Licensed Clinical Therapist functions as the primary therapist for individuals of all ages, families, and groups that are affected by any of a wide range of diagnosable mental health challenges. Many of these individuals are at high risk in various life domains, including interpersonal, intra-psychoic, family dynamics, employment, housing, legal, emotional stability, daily living skills, coping skills, and many other types of functional deficits. Awareness of and full participation and cooperation with the Department and County Corporate Compliance programs is an expected responsibility of an incumbent in this position. Supervision may be exercised over the work of social work interns, bachelor-level professionals or volunteers. The work is performed under the general supervision of the Clinic Supervisor and

within the incumbent's scope of practice as outlined by the New York State Education Department. The incumbent will perform all related duties as required.

TYPICAL WORK ACTIVITIES MAY INCLUDE:

Completes initial diagnostic assessments on individuals requesting mental health services to determine medical necessity for treatment, including assessment of mental illness, identification of symptoms that interfere with the individual's ability to function adequately in their daily life, and identification of problem areas that will lead to person centered treatment planning;

Provides psychotherapy and/or other clinical interventions to adults, children, couples, families, and groups, many of whom are high risk clients;

Provides crisis intervention services both in person and by telephone, coordinates the provision of emergency services as needed and refers clients to appropriate agencies for ongoing services;

Provides crisis intervention services in community settings or homes as required by the needs of the clients and the Department;

Receives and responds to telephone referrals from human service agencies, law enforcement agencies, County Departments, and other community agencies or individuals who are experiencing crisis situations that may require immediate intervention;

Coordinates services and treatment plans with other agency professionals for clients who are connected with, or have need of the services of, those other agencies;

Is responsible for understanding and adherence to both the Department and the County Corporate Compliance programs.

Corporate Compliance refers to the adherence to all Federal, State, and local laws that pertain to the work performed;

Arranges transportation to hospital for clients requiring hospitalization or psychiatric evaluation;

Participates in regularly scheduled group supervision and intake meetings, providing peer consultation to the other professionals involved;

Participate in multidisciplinary Departmental or Community team meetings to assist with the formulation of a community care plan for individuals who present with a mental illness and other complex human services needs;

Provides consultation to professionals, paraprofessionals, community agencies, law enforcement officials, volunteers, and others who have questions regarding mental health symptoms, treatment options, and/or other issues;

Completes all required documentation in a timely manner in accordance with department policy, regulation and law;

Performs court-ordered psychiatric evaluations and provides written report to the court in a timely manner; May supervise MSW-level interns, bachelor-level professionals and/or volunteers; May be called to testify in legal matters.

May participate in Mobile Crisis Team (MCT) by taking on-call or primary work responsibility. MCT team members respond to individuals experiencing a psychiatric crisis by phone or in person. In person responses are coordinated in a co-response with law enforcement. MCT clinicians provide evaluations, psychological assessments, crisis intervention, risk assessments, safety planning and referrals for individuals in the community living with behavioral health disorders.

KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

Thorough knowledge of current theories, principles and practices of psychotherapy and/or other therapeutic interventions;

Good knowledge of crisis intervention techniques;

Good knowledge of local resources available to clients;

Good knowledge of the care for persons with co-occurring or multiple disabilities;

Good knowledge of the requirements, practices and procedures to ensure compliance with all

Federal, State, and local laws that govern the work performed;

Ability to classify the psychopathology manifested by clients in accordance with the most current version of the Diagnostic and Statistical Manual;

Ability to identify and implement effective clinical intervention strategies to address the functional impairment of the individual;

Ability to provide culturally sensitive and trauma informed services;

Ability to research methods of care relevant to specific cultural, ethnic, and racial groups;

Ability to research, understand, and implement effective evidence-based clinical interventions;

Ability to establish and maintain cooperative working relationships with professionals, paraprofessionals and volunteers from a variety of agencies;

Ability to promote a positive, welcoming, and inclusive environment for clients and co-workers;

Ability to present ideas clearly and concisely both orally and in writing;

Ability to make decisions and take decisive action in crisis intervention in a variety of physical locations and social/interpersonal situations;

Empathy, good judgment, initiative and tact are required;

Familiarity with and ability to utilize a variety of computer programs and functions, including Microsoft Word and Excel.

The employee's mental and physical condition shall be commensurate with the demands of the position.

PHYSICAL, MENTAL AND ENVIRONMENTAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL: While performing the duties of this job, the employee is frequently required to sit, use hands to keyboard, handle, or feel objects, manipulate tools, or controls, and reach with hands and arms. The employee is required to see, walk, talk and hear. The employee must occasionally lift and/or move up to 10 pounds. Due to extensive computer usage, the job requires considerable visual effort. Vision abilities required by this job include close vision and the ability to adjust focus to a mid-range.

MENTAL: Psychological demands are moderate for this position. Considerable interpersonal skills are necessary in order to create connections, obtain buy-in, cooperation with community agencies, municipalities and throughout the organization. Internal contacts may include work with elected officials, department heads or deputies and will require professional collaboration on overlapping projects. External contacts are with professional associates, liaisons, community groups and involve the development of professional networks.

ENVIRONMENTAL: The work environment has minimal exposure to disagreeable conditions. The incumbent will perform all related duties as required.

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FURTHER INFORMATION AND INSTRUCTIONS

Falsification of any part of the "Application for Employment" will result in disqualification.

Accepted candidates will be notified when and where to appear for the examination. If you do not receive your notice to appear at least three days before the date of the written examination, call Tompkins County Department of Human Resources at 274-5526. If an application is disapproved, due notice will be sent. This department does not make formal acknowledgment of the receipt of an application or take responsibility for non-delivery or postal delay.

Applicants must answer every question on the application form and make sure that the application is complete in all respects. Incomplete applications will be disapproved.

ACTIVE MILITARY PERSONNEL, VETERANS OR DISABLED VETERANS desiring to claim additional credit will request the Veterans Credits application form, at any time between the date of application for examination(s) and the date of the establishment of the resulting eligible list. You must meet the requirements set by NYS for these credits and they may be used only once. **YOU MAY NOT CLAIM ADDITIONAL CREDITS AFTER THE ELIGIBLE LIST HAS BEEN ESTABLISHED. IT IS THE CANDIDATE'S RESPONSIBILITY TO REQUEST THE VETERANS CREDIT APPLICATION FORMS AND TO SUBMIT THESE FORMS AND ANY SUPPORTING PAPERWORK BEFORE THE ELIGIBLE LIST IS ESTABLISHED.**

Tompkins County's written examinations are prepared and rated by the New York State Department of Civil Service in accordance with Section 23-2 of Civil Service Law. The provisions of the New York State Civil Service Rules and Regulations, which deal with the rating and review of the examinations apply.

The duration of the eligible lists may be fixed for a minimum of one and a maximum of four years and may be extended beyond four years if there has been a restriction against the filling of vacancies in that title.

The candidates must complete a separate "Application for Employment" for each open-competitive and/or promotional examination that the candidate is eligible to take.

All experience required meeting the acceptable training and experience is full-time experience. (Part-time experience will be credited on a prorated basis).

Appointment from an eligible list must be made from the top three candidates willing to accept the appointment.

Tompkins County is an Equal Opportunity Employer. As part of its efforts to provide employment opportunities to the physically handicapped, Tompkins County Civil Service has adopted a rule permitting the employment of qualified physically handicapped persons without competitive examination (pursuant to Section 55 of Civil Service Law). If you meet the minimum qualifications for this position and wish to know more about this rule, please contact the Tompkins County Department of Human Resources Office.

Unless otherwise notified, candidates are permitted to use quiet, hand-held, and solar or battery powered calculators. Devices with Typewriter Keyboards, Spell Checkers, Personal Digital Assistants, Address Books, Language Translators, Dictionaries or any similar devices are prohibited. You may not bring books or other reference materials.

CROSS-FILING - APPLYING FOR CIVIL SERVICE EXAMINATIONS IN MULTIPLE JURISDICTIONS WHEN EXAMINATIONS ARE SCHEDULED ON THE SAME DATE: When applying for examinations across multiple jurisdictions - all of which are scheduled on the same day - you must submit a Tompkins County Cross-Filing Form. This form must be submitted no later than 4:30 PM on the final filing date of the examination. On this form, list each examination that you are taking and then tell us where you would like to sit. The purpose is to ensure that all of the test materials for the various examinations that you are taking will be available in one location. If you do not provide the cross-filing form to us by the final filing date, we cannot ensure that we can accommodate your desire to cross-file. If any of the examinations are State level examinations, you must sit at the State test center. You will still need to complete the Tompkins County cross-filing form. If sitting at the State site, the State will notify you of when and where to report for your examination(s) and you should bring all admittance letters to the State site. If you are not taking a State examination, bring all admittance letters to your chosen testing site. If you have any question please call Tompkins County Department of Human Resources Department (607) 274-5526. The Cross File form is located at <http://www.tompkins-co.org/personnel/CivilSrvForms/index.html>

FOR RELIGIOUS ACCOMMODATION AND HANDICAPPED PERSONS: If special arrangements for testing are required, please indicate this on your application.

ALL CANDIDATES FOR EMPLOYMENT FOR POSITIONS IN SCHOOL DISTRICTS AND BOCES GOVERNED BY TOMPKINS COUNTY CIVIL SERVICE MAY HAVE THE FOLLOWING SPECIAL REQUIREMENT. PER CHAPTER 180 OF THE LAWS OF 2000, AND BY REGULATIONS OF THE COMMISSIONER OF EDUCATION, TO BE EMPLOYED IN A POSITION DESIGNATED BY A SCHOOL DISTRICT OR BOCES AS INVOLVING DIRECT CONTACT WITH STUDENTS, A CLEARANCE FOR EMPLOYMENT FROM THE STATE EDUCATION DEPARTMENT IS REQUIRED.

In conformance with Section 85-a of the Civil Service Law, children of firefighters and police officers killed in the line of duties shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of firefighter or police officer killed in the line of duties in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.

BACKGROUND INVESTIGATION: Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification.

TOMPKINS COUNTY PERSONNEL DEPARTMENT, 125 EAST COURT STREET, ITHACA, NY 14850