

August 2008

**Position Description – Northern Region
Clinician (Mental Health Professional)
THSP - Exception Position 5 - AD-K**

General: The mental health professional (referred to as clinician) will work as part of a peer group to assist with critical incidents as needed on any all-hazard incident. A “critical incident” is any event or situation that overwhelms the person’s usual coping abilities and interferes with the ability to continue to work or to function normally.

Examples of critical incidents include:

- Personal traumatic injury
- Death of a co-worker
- Severe illness or death of a family member
- Aviation accident
- Shelter deployment
- Motor vehicle accident
- Disaster recovery work

Exposure to critical incidents can lead to traumatic stress immediately following the incident and even post-traumatic stress disorder (PTSD). Experiencing unresolved extreme stresses can lead to alcohol and drug use, chronic anger, depression, inability to focus, and social withdrawal.

Experience requirement: The clinician must have a high level of expertise in critical incident stress management above and beyond the knowledge of mental health counseling. They must be licensed as a mental health professional.

The clinician must have very good interpersonal communication skills and the ability to work as a team member with a variety of people. This position will work as a member of a CISM team to assist Incident Personnel through a crisis intervention process. Crisis intervention methods will include individual crisis intervention, small group crisis intervention – Defusing or CISD, and large group crisis intervention – CISD. The clinician will assist to mitigate distress, facilitate psychological normalization and closure, set appropriate expectations for psychological/behavioral reactions, provide stress management education and identify external coping resources.

Training and education: The clinician will have trained with a selected peer group to gain understanding of wildland fire, other all-hazard incidents, and the ICS system. Initial training will comply with the International Critical Incident Stress Foundation, Inc. Model. Annual refresher training will be provided. Team members will also meet periodically for review of debriefings, lessons learned, and team building.

/s/ Jane Haker

Incident Business Coordinator
Region One – USFS