

**REHABILITATION COUNSELOR, SENIOR****Nature of Work**

Under limited supervision, performs advanced professional counseling work in providing a full range of specialized rehabilitation services at the advanced level to physically challenged clients. Performs within detailed policies, procedures, state and federal regulations and professional standards. Considerable independent judgment is exercised in the development and implementation of the client rehabilitation plan. May perform in a lead worker capacity. Extensive public contact with clients, service providers, community and advocacy groups. Considerable travel may be required. Performs related work as required.

**Distinguishing Characteristics**

Positions at this level are distinguished by the lead worker duties associated with the case management functions. Incumbents can review and approve co-workers' casework, mentor and train new employees and approve their own casework.

**Examples of Work**

- Meets with superiors as needed to discuss the work of the unit and individual performance of duties; may complete performance evaluations on subordinates.
- Counsels disabled individuals to assess the individual's ability to return to the work force and to identify potential problems with the return to work.
- Provides vocational and life adjustment counseling and guidance.
- Collects and assesses medical, psychological and vocational data to determine rehabilitation needs of the disabled client.
- Determines clients' eligibility for sponsored services such as vocational training, rehabilitation technology, and physical or mental restoration.
- Facilitates the provision of medical and rehabilitation services from the health-care community and the rehabilitation community.
- Develops appropriate rehabilitation programs to return the worker to work or to a more productive pattern of living.

**Knowledge, Skills and Abilities**

- Knowledge of the laws, rules and regulations and policies of the Division of Rehabilitation Services.
- Knowledge of the principles of counseling and guidance.
- Knowledge of industrial, commercial, and professional occupations suitable for disabled persons.
- Knowledge of the psychological and social problems of the disabled.

**REHABILITATION COUNSELOR, SENIOR (CONT'D)**

**Knowledge, Skills and Abilities (cont'd)**

Knowledge of occupations in terms of skills required, physical demands, training requirements and working conditions.

Ability to understand and interpret medical, psychological and vocational reports for the purpose of formulating vocational goals and objectives.

Ability to establish relationships and develop resources at the community level.

Ability to present factual material effectively in written or oral form.

**Minimum Qualifications**

**TRAINING:** Master's degree from a regionally accredited college or university in rehabilitation counseling, counseling and guidance, social work, nursing, special education, or related behavioral science or human service field.

**EXPERIENCE:** Two years of full-time or equivalent part-time paid professional experience in vocational rehabilitation counseling.

**PROMOTIONAL:** Bachelor's degree from a regionally accredited college or university with five years of combined full-time or equivalent part-time paid experience as a Rehabilitation Counselor and Rehabilitation Counselor Trainee with the employing agency.

Established: 7/16/92

Revised: 4/16/96, 7/14/97, 01/07/05, 12/01/2015, 6/15/2016

Effective: 06/27/2016