

DIRECTOR OF OFFICER WELLNESS

DISTINGUISHING FEATURES OF THE CLASS: This position located at the Cattaraugus County Sheriff's Office (CCSO), is responsible for developing, overseeing, and providing CCSO Health and Wellness program activities for the Sheriff's Office staff. Duties involve directing peer support team members in the delivery of health and wellness services to Sworn and Civilian Staff of the CCSO. The incumbent will work closely with the staff in all divisions including deputies, correction officers, civilians and communications to implement officer wellness services and programming. This employee reports directly to, and works under the general supervision of Undersheriff or Sheriff. The Director of Officer Wellness will do related work as required.

TYPICAL WORK ACTIVITIES: (Illustrative Only)

- Oversees all facets of the CCSO Health and Wellness Program, including peer support, chaplains and training;
- Serves as an advisor or expert for specific critical incidents, committees, conferences and projects;
- Works collaboratively with CCSO command staff to address and identify systemic needs;
- Develops policy and general orders in collaboration with CCSO command staff;
- Develops, provides, and participates in training on mental health and officer wellness topics;
- Works with the CCSO Training Coordinator and command staff to identify topics of need for the office ranging from recruit level, roll call, in-service, enhanced in-service, supervisory, and Crisis Intervention Team training;
- Establishes key partnerships with governmental, institutional, and community stakeholders to support the health and wellness of members of CCSO;
- Provides immediate support to officers directly after traumatic events to reduce the risk of Post-Traumatic Stress Disorder (PTSD);
- Provides referrals for services/support to CCSO staff as recommended/agreed upon;
- Leads critical incident debriefings, with peer support, and follows up twenty-four (24) hours after incident;
- Gauges follow-up/involvement based on needs and/or desires of deputy.

FULL PERFORMANCE KNOWLEDGES, SKILLS, ABILITIES, PERSONAL

CHARACTERISTICS: Thorough knowledge of the New York State Mental Hygiene laws and regulations; thorough knowledge of available appropriate community resources; thorough knowledge of effective clinical treatment in direct care, referral and consultation; good knowledge of police officer culture and other sworn staffs' specific support needs; ability to

work independently and collaboratively with people from different backgrounds; ability to create and deliver effective and engaging presentations, education and training; ability to problem solve and think creatively; ability to establish effective working relationships specifically with sworn staff; ability to organize, facilitate, and manage multiple tasks and projects; ability to complete work in a timely manner; ability to initiate meetings with key stakeholders and conduct follow-up activities; supervisory ability; ability to communicate orally and in writing; good judgment.

MINIMUM QUALIFICATIONS:

Must possess and maintain the license of Licensed Mental Health Counselor (LMHC) and have four (4) years of experience providing mental health counseling in a law enforcement and/or correctional environment.

SPECIAL REQUIREMENTS: Upon appointment, must possess a valid license to operate a motor vehicle in New York State or otherwise demonstrate capacity to meet the transportation needs of the position.

CATTARAUGUS COUNTY CIVIL SERVICE

Adopted: 12/1/2023