



Stanislaus County  
now offers an employee  
bonus worth up to  
**\$10,000 or 21  
additional days of  
leave time!\***

\*See inside for details

# Clinical Services Technician I/II

Behavioral Health & Recovery Services

**\$42,640 - \$57,158 Annually**

This is a continuous recruitment. We encourage you to apply immediately as this recruitment may close at any time



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.

# ABOUT THE POSITION

Stanislaus County Behavioral Health and Recovery Services is seeking qualified candidates for the position of Clinical Services Technician I/II. The Clinical Services Technician provides services, intake and input for the development of diagnostic impressions in formulating treatment plans for a diverse patient/client base. This individual ensures a safe, healthy environment that encourages socialization and empowerment. The entry-level position performs under supervision while the experienced, journey-level position performs with much greater independence. The employee will qualify for a promotion to a Clinical Services Technician II after one (1) year of satisfactory performance and completion of assigned training and meeting required competency standards.

**Bilingual Candidates are encouraged to apply.**

In this role, CSTs use lived experience to provide recovery-oriented support in ways that professional training alone cannot replicate. Services include engaging individuals in their recovery journey, supporting goal setting, skill development, treatment participation, and self-advocacy. CSTs model effective coping strategies, assist with personal recovery plans, and offer mentorship, education, and connection—helping bridge individuals from addiction and mental illness toward a culture of recovery.

# ABOUT THE DEPARTMENT

Behavioral Health and Recovery Services is committed to behavioral health principles that are responsive to both mental health services and substance use disorder services. Our scope of services includes, but is not limited to, inpatient and outpatient psychiatric services, substance use disorder services, behavioral education and prevention, public guardian functions and advocacy. We offer these services throughout Stanislaus County at Behavioral Health and Recovery Services managed sites and partner with community agencies, as well as other County departments.



# SPECIALIZATIONS

**State of California - Department of Health Care Services (DHCS) and California Code of Regulations requires:**

- All non-licensed and non-certified individuals providing counseling in a substance use disorder (SUD) program licensed and/or certified by the Department of Health Care Services (DHCS) shall be registered to obtain certification as an SUD counselor with one of the certifying organizations currently approved by DHCS.
- Individuals providing peer support services within an approved DMC-ODS and/or the SMHS delivery system with DHCS shall be certified as a Peer Support Specialist within a specified amount of time, with one of the certifying organizations currently approved by DHCS.

## THE PROGRAMS

Behavioral Health and Recovery Services (BHRS) offers a variety of programs that rely on Clinical Services Technicians (CSTs), including Peer & Family Support, the Stanislaus Recovery Center (SRC), the Behavioral Health Wellness Center, and other BHRS programs. CSTs play a key role in providing clinical support and helping individuals on their recovery journey.

### STANISLAUS RECOVERY CENTER

SRC is a comprehensive Substance Use Disorder (SUD) Treatment Center. CSTs working in SUD programs provide clinical services across multiple levels of care, including Adult Residential, Outpatient, and Stand-Alone Services. The Adult Residential Treatment Program offers a 24-hour, non-medical structure that supports short-term residents needing continuous care. Stand-Alone Services include Peer Support, Medication Services, and Care Coordination, while Outpatient services may include Recovery Services, Outpatient, and Intensive Outpatient programs. Schedules may include shift work or weekends, with eligibility for 5% inpatient and shift differential pay.

Peer & Family Support

### PEER & FAMILY SUPPORT SERVICES

CSTs supervised under the Peer & Family Support Services Coordinator provide recovery-focused peer support within the SUD system. Typical hours are Monday–Friday, 8:00 a.m.–5:00 p.m., with occasional work outside these hours. CSTs help engage individuals in their recovery, support goal setting and skill development, and serve as mentors and role models in the recovery process.

# THE TYPICAL TASKS

## CLINICAL SERVICE TECHNICIAN I

- Complete intake information on patient/client;
- Provide input for the development of diagnostic impressions;
- Observe patient/client behavior and respond appropriately to crisis, anxiety, panic or other behavioral and physical states;
- Assist in formulating problem/strength lists and treatment plans or formulate the treatment plans under supervision, utilizing age specific considerations;
- Encourage patients/clients to participate in social and recreational activities and provide direction;
- Physically restrain patients/clients as required;
- Serve as a role model for patient/client in the areas of personal hygiene, appearance, and social interaction; and provide guidance to individual clients in recreational or other socializing activities;
- Monitor patient status and report findings to the therapy support staff;
- Observe and record blood pressure, respiration, temperature, pulse rates, intake/output and signs of withdrawal;
- Assist patients with Assisted Daily Living;
- Adhere to policies and procedures;
- Assist in facilitating groups; and
- Under direct supervision, participate in limited counseling activities.
- Performs other duties as assigned.

## CLINICAL SERVICE TECHNICIAN II

- Independently lead and/or facilitate groups and individual sessions;
- Conduct family interviews and participate in counseling activities;
- Under proper supervision may administer and chart medications ordered by the Physician;
- Complete intake information on patient/client;
- Provide input for the development of diagnostic impressions;
- Observe patient/client behavior and respond appropriately to crisis, anxiety, panic or other behavioral and physical states;
- Assist in formulating problem/strength lists and treatment plans or formulate the treatment plans under supervision, utilizing age specific considerations;
- Encourage patients/clients to participate in social and recreational activities and provide direction;
- Physically restrain patients/clients as required;
- Serve as a role model for patient/client in personal hygiene, appearance, and social interaction; and provide guidance to individual clients in recreational or other socializing activities;
- Monitor patient status and report findings to the therapy support staff;
- Observe and record blood pressure, respiration, temperature, pulse rates, intake/output and signs of withdrawal; and
- Assist patients with Assisted Daily Living and adheres to policies and procedures.
- Performs other duties as assigned.

*Apply today  
to join our team &  
make a difference in  
Stanislaus County*



*Scan the QR code to learn more about the  
Behavioral Health & Recovery Services, or visit  
[www.stancounty.com/bhrs/](http://www.stancounty.com/bhrs/)*



# MINIMUM QUALIFICATIONS

All applicants must possess a BLS CPR for Healthcare Providers.

## CLINICAL SERVICES TECHNICIAN I

### PATTERN I

- Two (2) years of full-time related experience (voluntary or paid) in mental health, substance abuse, or social service agency, providing direct services for patients/clients.

### PATTERN II

- The equivalent of 15 semester units of college course work from an accredited college in a behavioral science, social science and one (1) year full-time related experience (voluntary or paid) in a mental health, substance abuse, or social service agency, providing direct services for patients/clients.

### PATTERN III

- The equivalent of 30 semester units of college course work from an accredited college in a behavioral science, social science, or related field.

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### PATTERN III

- Equivalent of 30 semester units of college course work from an accredited college in a behavioral science, social science, or related field; AND
- Minimum of one (1) year of experience equivalent to that of a Clinical Services Technician I. Including applicable training requirements and adherence to competency standards.

For the full minimum qualifications, including the knowledge, skills, and abilities, scan the QR code or click the title.



CLINICAL SERVICES  
TECHNICIAN I

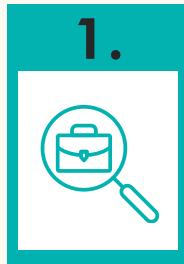


CLINICAL SERVICES  
TECHNICIAN II

# QUICK GUIDE TO APPLYING



## APPLICATION PROCESS



Find the  
Right Job



Update Your  
Application



Submit Your  
Application



Wait for  
Processing



Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



# JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000!**

**or 21 additional days of leave time!\***

\*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH  
\$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

**YOU CHOOSE:**  
One month's worth of



### Cash Payout

Redo that kitchen  
or paydown debt.

*It's all yours.*



### Leave Time

Take a little extra time  
off and enjoy yourself.

*You've earned it.*



### Deferred Compensation

Reduce some taxable  
income and receive it later.

*Why not?*



Scan the QR code with a camera  
app to watch the Employee Choice  
Bonus Plan video!



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# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



#### Option 1

#### BONUS CASH PAYMENT

*(Default if employee declines to make a choice)*

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



#### Option 2

#### BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



#### Option 3

#### BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

### Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.

## COMPENSATION & BENEFITS

Approximate Annual Base Salary:  
**\$42,640 - \$57,158 Annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- Two weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

*Details available upon request.*

## RECRUITMENT INCENTIVES:

### **Employee Choice Bonus Plan:**

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### **Career Ladders:**

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization—from Accounting to Public Safety to IT.

### **Learning Institute:**

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of Classified Service of the County and is assigned to the Community and Health Services bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months. Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

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The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

## **APPLICATION PROCEDURES/FINAL FILING DATE: This is a continuous recruitment but may close at any time**

### **Oral Examinations are tentatively scheduled on a continuous basis.**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

### **Resumes will not be accepted in lieu of a completed application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.