

MITIGATION SPECIALIST

NATURE OF WORK

This is advanced social work providing mitigation and forensic social work services to the Public Defender clientele.

Work involves responsibility for identifying, communicating, and alleviating the issues that have led to the clients' contact with the criminal justice system. Upon referral by the attorneys, the mitigation specialist will conduct biopsychosocial interviews with juveniles and adults, identifying issues related to mental health, substance use, developmental delays, disabilities and trauma. Work also includes connecting clients to resources in the community and working with attorneys to advocate for appropriate outcomes that take into consideration a more holistic view of who our clients are, and how we can prevent the cycle of criminal level involvement.

EXAMPLES OF WORK PERFORMED

Identify and analyze clients' social and medical histories, psychological evaluations, education and legal documents; interview clients to gather biopsychosocial information, review relevant records, talk to natural supports to draft a mental health assessment that can be used by the legal team throughout all phases of the criminal case.

Interview clients who suffer from the effects of poverty, addiction, trauma, complex medical histories, developmental delays, or mental health issues who may have difficulty trusting those trying to help them and provide therapeutic intervention.

Provide pretrial case management information sharing services to develop and facilitate support for clients in the community or county jail.

Partner with the defense attorney to develop mitigation strategy and assist in planning for client's pretrial release, rehabilitation, and reintegration into the community.

Write detailed and comprehensive mitigation reports that tell the client's story and includes information on clients' family and community circumstances, including abuse, trauma, or interface with the child welfare system, mental health, progress since arrest and the demonstrated maturity and rehabilitation potential.

Track and analyze data for the program on overall referrals, significant case work, competency filing and restoration, subjective view of impact of services with multiple data.

Develop bond plans for pretrial incarcerated individuals by identifying, communicating, and planning to alleviate the underlying factors that contributed to their involvement in the criminal justice system.

Oversee the recidivism checks at set intervals following case closure; draft and shape program policies and procedures to best serve clients and meet staff needs.

Act as a liaison between the Public Defender's Office and the educational institution; review prospective intern applications, conduct site interviews, and approve or deny internship applications.

Performs related work as required.

DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Knowledge of the principles, practices and techniques of executing forensic social service work and delivering programmatic services.

Knowledge of the intersection of criminal defense and social work and the collateral consequences of criminal charges, convictions and mitigation process.

Knowledge of sociological, behavioral and cultural factors influencing the behavior and attitudes.

Knowledge of the functions, programs and services provided by various community agencies, including the exclusion and inclusion criteria and referral process.

Knowledge of program development, management and evaluation within a larger organizational structure.

Knowledge of psychological, psychiatric, addition, medical, and other concepts related to rehabilitative alternatives to confinement.

Ability to interpret standards and regulations which impact programs or program areas and compose relative policies and procedures.

Ability to establish and maintain effective working relationships with coworkers, clients and families in adverse circumstances, community agencies and service providers and the general public.

Ability to communicate effectively both orally and in writing including clear, accurate and comprehensive reports that contain findings, conclusions and recommendations.

Ability to develop, maintain and analyze statistical and confidential client records.

Skill in working with clients from varying socioeconomic backgrounds who may live with mental illness, substance use, pervasive trauma, complex medical needs, and developmental disabilities.

DESIRABLE QUALIFICATION

Licensed as an independent clinical social worker (LCSW) in the state of Nebraska (CMSW and LIMHP).

MINIMUM QUALIFICATIONS

Master's degree in social work plus two years of experience working with people dealing with mental health or substance abuse issues, the legal system or correctional system including six months of supervisory experience or any equivalent combination of training and experience that would provide the desirable knowledge, abilities and skills.

NECESSARY SPECIAL REQUIREMENT

Licensed as a clinical social worker (LCSW) in the State of Nebraska [CMSW & LMHP].

Possession of a valid driver's license and the ability to be insured by the County's insurance carrier.

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