



Haverhill

Human Resources Department, Room 306

Phone: (978) 374-2357 Fax: (978) 374-2343

Denise McClanahan, HR Director – dmcclanahan@haverhillma.gov

Christina Carrie, HR Technician – ccarrie@haverhillma.gov

John DelRosso, HR Technician – idelrosso@haverhillma.gov

Bridget Panniello, Head Clerk/Floater – bpanniello@haverhillma.gov

November 20, 2025

Job #2025-59

PLEASE POST
ANTICIPATED OPENING

POSITION:

Behavioral Response Clinician

Haverhill Police Department

HOURS OF WORK:

Full Time

40 hours per week

SALARY:

\$75,000-\$85,000 per year (commensurate with experience)

(Non-Union)

GENERAL STATEMENT OF DUTIES AND RESPONSIBILITIES:

The Behavioral Response Clinician (BRC) is embedded within the Haverhill Police Department (HPD) and serves as a vital resource in supporting individuals experiencing mental health, substance use, or behavioral crises in the community. The clinician works directly with police officers to respond to calls for service involving individuals in crisis, once the scene has been secured and deemed safe, and provides follow-up support as needed.

The clinician provides on-scene crisis intervention, assessment, de-escalation, and referral services, while also assisting officers and community members in navigating behavioral health systems. The position emphasizes proactive outreach, connection to services, and reducing repeat interactions with law enforcement.

This role supports HPD's mission to enhance public safety and wellness through compassionate, trauma-informed, and community-based approaches.

Responsibilities

- Respond with Haverhill Police officers to behavioral health or mental health calls once the scene is safe.
- Conduct crisis assessments and provide immediate interventions, including de-escalation, risk assessment, and stabilization.
- Evaluate the need for hospitalization, coordinate emergency services, and arrange for safe transport or referrals as appropriate.
- Provide follow-up support and case management for individuals and families after crisis incidents.
- Work collaboratively with local hospitals, outpatient providers, and community-based programs to ensure continuity of care.
- Assist in developing individualized care or safety plans to reduce future crises.
- Maintain accurate, timely, and confidential case notes, reports, and data consistent with departmental policies and clinical standards.
- Consult with officers regarding behavioral health situations and provide education on mental health best practices.
- Participate in officer debriefings and, when appropriate, contribute to roll-call trainings related to crisis response.
- Develop and maintain relationships with local and regional service providers to improve referral pathways.



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- Participate in departmental and interagency meetings, outreach initiatives, and public education programs related to behavioral health and crisis prevention.
- Attend relevant professional trainings and continuing education sessions to maintain clinical competency.
- Perform other related duties as assigned to support the mission of the Behavioral Response Unit.
- Participate in post-overdose outreach with officers, following up with individuals and families impacted by opioid use.
- Provide education on overdose prevention, harm reduction strategies, detox/rehab options, and recovery pathways.
- Coordinate with community coalitions, public health, and regional outreach teams to track overdose trends and connect residents to services.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

QUALIFICATIONS:

Skills, Knowledge, and Abilities

- Strong clinical assessment, crisis intervention, and de-escalation skills.
- Demonstrated professionalism and discretion in handling sensitive and confidential information.
- Excellent interpersonal and communication skills; ability to work collaboratively with law enforcement and diverse populations.
- Ability to work independently and exercise sound clinical judgment in high-pressure situations.
- Strong organizational skills and flexibility to meet the dynamic needs of the community.
- Knowledge of Massachusetts behavioral health systems, community resources, and relevant laws and regulations.
- Proficiency with Microsoft Office and clinical documentation software.

Education and Experience

- Master's Degree in Social Work, Psychology, Counseling, or related behavioral health field required.
- Licensed or license-eligible in Massachusetts (LICSW, LMHC, LCSW, or equivalent).
- Minimum of two (2) years of clinical experience in crisis intervention, emergency services, or community-based behavioral health preferred.
- Experience working with or alongside law enforcement or first responders strongly preferred.
- Valid Massachusetts driver's license and reliable transportation required.

Supplemental Information

- Civilian, non-sworn position reporting to the Chief of Police or Behavioral Response Unit Supervisor.
- May involve travel to residences, hospitals, and community-based locations.
- Flexible schedule required, including occasional evening or weekend hours.
- Use of standard office and field equipment required.

PHYSICAL REQUIREMENTS:

Position is sedentary in nature. Ability to move frequently in and out of offices throughout the day. Must possess mobility to work in a standard office setting. Ability to use standard office equipment, including a computer, vision to read printed materials and computer screen; and hearing and speech to communicate in person and over the telephone. **Attendance is mandatory.**



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Applicants will be required to undergo a background check including CORI/SORI screening prior to appointment.

CLOSING DATE: FRIDAY NOVEMBER 28, 2025

APPLICATION IS AVAILABLE ONLINE AT:

www.haverhillma.gov/government/job-opportunities

Application can be saved and sent as attachment when applying online.

Cover letter, application and resume should be sent to:

CITY OF HAVERHILL HR DEPARTMENT AT HRD@HAVERHILLMA.GOV

PLEASE REFERENCE JOB # 2025-59

"The City of Haverhill is an AA/EEO/ADA Employer."