

Law Enforcement Wellness Counselor

The City of Bryant is accepting applications for a Law Enforcement Wellness Counselor within the Bryant Police Department. This is a grant-funded position for a period of two (2) years under the 2025 Law Enforcement Mental Health and Wellness Act (LEMHWA) Program, contingent upon grant funding and compliance with grant requirements. Starting annual salary is \$65,000, commensurate with qualifications and licensure. Great insurance benefits & retirement package included! A City application is required to be considered for this position. Applications may be completed online at www.cityofbryant.com. This position will remain open until filled. The City of Bryant is an Equal Opportunity Employer. This is a safety sensitive position as defined by Act 593 of 2017. All positions in the Bryant Police Department require an extensive background check.

GENERAL DESCRIPTION OF POSITION

Works under the general direction of Police Department command staff or designee and in coordination with the Police Department's Wellness Unit. State and federal laws, professional ethical standards, departmental policies, and grant requirements govern this position. Provides confidential mental health counseling, crisis intervention, assessment, and wellness support services to Bryant Police Department personnel and their immediate family members as needed. Immediate family members are described as spouses, domestic partners, and dependent children residing in the employee's household. This position focuses on officer wellness, stress management, trauma support, and mental health resources for law enforcement employees. Assists with data collection, reporting, and fulfillment of project deliverables required under the 2025 Law Enforcement Mental Health and Wellness Act (LEMHWA) Program. Other duties may be assigned.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Provides confidential, short-term counseling, assessment, crisis intervention and mental health support services to Bryant Police Department employees and their immediate family members within the scope of licensure.
2. Develops and delivers education, training, and presentations for law enforcement personnel on topics including mental health awareness, officer wellness, trauma response, stress management, peer support, and de-escalation techniques.
3. Assists with data collection, outcome tracking, and documentation necessary to support performance measures, reporting, and compliance associated with the 2025 Law Enforcement Mental Health and Wellness Act (LEMHWA) Program.
4. Conducts mental health screenings, assessments and risk evaluations, including suicide and homicide risk assessments, and develops individualized treatment plans with behavioral and situational objectives.
5. Assists officers and their families with concerns related to occupational stress, trauma exposure, job-related mental health challenges, and emotional wellbeing.
6. Provides referrals and coordinates care with outside mental health providers, hospitals, and specialized treatment services when needs extend beyond the scope of services.

7. Maintains accurate, timely, and confidential clinical documentation in accordance with state and federal laws, professional ethical standards, departmental policies, and grant requirements.
8. Assists with the development and implementation of wellness initiatives and training programs.
9. Maintains knowledge of current best practices, techniques, and procedures related to crisis response, trauma-informed care, and law enforcement behavioral health services.
10. Performs administrative and program support duties, including report preparation, coordination of services, and participation in departmental or wellness-related initiatives.
11. Works flexible hours as assigned, including potential on-call or after-hours response, and maintains regular and punctual attendance.
12. Performs other related duties as required or assigned.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty mentioned satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

EDUCATION AND EXPERIENCE

Master's level mental health degree with current Arkansas clinical licensure required. Experience in providing mental health counseling services is required. Experience working with law enforcement or first responders is preferred. Knowledge of the criminal justice system and supervisory or management experience are desirable. Experience with evidence-based trauma processing treatment modalities and experience developing or delivering training, educational classes, or seminars preferred.

REQUIRED CERTIFICATES, LICENSES, REGISTRATIONS

Master's degree in a clinical mental health field with current Arkansas clinical licensure required (e.g., LAC, LPC, LP, LMSW, LCSW). Must possess and maintain a valid driver's license. Training or certification in Critical Incident Stress Management (CISM) and experience developing and/or delivering educational programs or seminars is preferred.

SKILLS AND KNOWLEDGE

Knowledge of trauma-informed care, stress management, and wellness strategies related to law enforcement and first responder environments. Familiarity with Arkansas laws and regulations governing mental health practice and professional licensure. Skilled in assessing client needs, developing treatment plans with behavioral and situational objectives, conducting crisis management, maintaining confidential reports, and documenting outcomes for reporting and compliance. Strong interpersonal, communication, and collaboration skills; sound judgment and discretion; ability to perform effectively in stressful situations; and a high level of integrity, professionalism, and confidentiality are required.