

**REHABILITATION TECHNICIAN (ALCOHOLISM)  
REHABILITATION TECHNICIAN (DRUG DEPENDENCE) REHABILITATION TECHNICIAN  
(ALCOHOLISM AND DRUG DEPENDENCE) QUALIFICATION STANDARD  
GS-0181-3/11**

**AUTHORITY: 38 U.S.C. 7402**

**PART I**

**DUTIES:** Performs a variety of therapeutic and supportive technician tasks in assisting physicians and other professional personnel in a rehabilitation treatment program for alcohol and/or drug-dependent patients. Under professional supervision, performs such duties as: interviewing alcohol or drug-dependent patients to develop information for medical histories; orienting patients to the treatment program; observing patients for symptoms, actions, reactions, indications, and contraindications to treatment; assisting in individual or group therapy sessions or in behavior therapy sessions; providing supportive assistance to patients placed on maintenance therapy; leading patient discussion groups; providing individual guidance to patients; providing liaison with other agencies or facilities concerned with the treatment and rehabilitation of alcohol or drug-dependent patients; and, establishing contacts with various rehabilitation and placement organizations to provide referral opportunities for employment, training, or retraining.

**REQUIREMENTS:** Except for the substitutions provided for below, applicants must have had the kind and amount of experience shown and described below:

Grade	General (Years)	Specialized (Years)	Total (Years)
GS-3	1	0	1
GS-4	1 ½	½	2
GS-5	2	1	3
GS-6	2	2	4
GS-7	2	3	5
GS-8 and above	2	4	6

**General Experience:** Experience involved in dealing with others which has demonstrated the applicant's aptitude for acquiring the skills and knowledges needed for medical rehabilitation work. For example, experience that demonstrated ability to establish and maintain effective person-to-person relationships, skill in oral and written communication, ability to inspire confidence and motivate individuals, and capacity for leadership is qualifying as general experience. This experience may have been gained in positions concerned with health care, counseling, social service, teaching, business, or other similar fields.

**Specialized Experience:** This is experience which has demonstrated the knowledge, skill and ability: to assist professional personnel in effective operation of a rehabilitation treatment program for alcohol or drug-dependent patients; to act as a liaison and intermediary between patients and professional personnel; to understand and cope with the physical and psychological needs of these patients; and to guide and assist patients in following a prescribed treatment program. This experience must also have demonstrated that the applicant possesses knowledges, skills and abilities which enable the applicant to understand the problems, actions, reactions and symptoms of alcohol or drug-dependent persons and is able to relate to, empathize with, communicate with, motivate, and influence changes in behavior patterns of alcohol or drug-dependent patients.

**SUBSTITUTION OF EDUCATION AND TRAINING FOR EXPERIENCE:** Study in an accredited college or university, junior college, or similar institution may be substituted on the basis of 1 academic year of study for 1 year of general experience.

Two years of study in an accredited college or university, junior college, or similar institution, which included or was supplemented by at least 12 semester hours in such courses as health sciences, nursing, behavioral science, social science, premedicine, pre dentistry, prelaw, guidance, counseling, teaching, pharmacy, the biological sciences or related fields, may be substituted in full for the experience requirement at the GS-4 level.

Successful completion of all the requirements for the bachelor's degree from an accredited college or university with a major study in health sciences, nursing, behavioral science, guidance, counseling, social science, pharmacy, education, the biological sciences or other fields related to rehabilitation of alcohol or drug-dependent persons may be substituted for 3 years of experience including 1 year of specialized experience and meets in full the requirements at the GS-5 level.

Successful completion of a training course for rehabilitation technicians, with major emphasis on the treatment and rehabilitation of alcohol or drug-dependent persons, may be substituted on a month-for-month basis for specialized experience. Completion of such a program of at least 12 months in duration will meet in full the requirements at the GS-4 level. Successful completion of other training programs in rehabilitation counseling may be substituted on a month-for-month basis for specialized experience up to a maximum of 1 year.

**QUALITY AND LEVEL OF EXPERIENCE:** For eligibility at grade GS-4, candidates must have had at least 6 months of specialized experience comparable in difficulty and responsibility to the GS-3 level in the Federal service.

For eligibility at grade GS-5, candidates must have had at least 1 year of experience comparable in difficulty and responsibility to the GS-4 level in the Federal service, of which at least 6 months must have been specialized experience.

For eligibility at grades GS-6 and above, at least 1 year of the required specialized experience must have been comparable in difficulty and responsibility to the next lower grade in the Federal service, or 2 years comparable to the second lower grade in the Federal service.

For any grade, the required amount of experience and education will not in itself be accepted as proof of qualification for a position. The candidate's total record of experience and education must show that the candidate has the ability to perform the duties of the position to be filled.

**PERSONAL CHARACTERISTICS:** Must be able to interrelate and communicate effectively with a variety of people and to work as a member of a team; must have demonstrated ability to exercise good judgment and tact.

**BASIS OF RATING:** No written test is required. Applicants will be rated on their experience, education and training based on information furnished in the applications and other information which may be obtained by the Federal civil service examiners. Recency of experience, education, and training will be considered.

**PHYSICAL REQUIREMENTS:** Applicants must be physically and mentally able to efficiently perform the essential functions of the position without hazard to themselves or others. Depending on the essential duties of a specific position, usable vision, color vision, hearing, or speech may be required. However, in most cases, a specific physical condition or impairment will not automatically disqualify an applicant for appointment. The loss or impairment of a specific function may be compensated for by the satisfactory use of a prosthesis or mechanical aid. Reasonable accommodation may also be considered in determining an applicant's ability to perform the duties of a position. Reasonable accommodation may include, but is not limited to: the use of assistive devices, job modification or restructuring, provision of readers and interpreters, or adjusted work schedules.

Medical examiners may require medical evidence to support a finding of successful rehabilitation for applicants who have been patients in an alcohol or drug treatment program.

## PART II

### INFORMATION FOR USE IN EXAMINING APPLICANTS

**RATING:** Rating procedure III is suggested. Successful experience which has provided a first-hand knowledge of the physical and psychological needs, symptoms, actions, and reactions of alcohol or drug-dependent patients and a knowledge of the rehabilitation techniques and procedures used with these patients will be evaluated at the highest quality level. Recency of education, training and experience may be considered in relative ranking, but will not be the sole basis of disqualification.

**MODIFICATIONS AND WAIVERS:** The requirements of this standard may be modified or waived in accordance with the appropriate provisions of chapter 2, section D, paras. 8-12, this part.

**NOTE:** *In the announcement and in recruiting for these positions, applicants are to be informed that appropriate credit will be given for voluntary participation in community, social service, and similar activities.*

**RESPONSIBLE OFFICE:** Human Resources and Administration/Operations, Security and Preparedness (HRA/OSP) (006), Office of the Chief Human Capital Officer (OCHCO) (05), Recruitment and Placement Policy Service (059)