



Job Title:	Behavioral Health Clinician I
Department:	Clinical-Behavioral Health
Reports To:	Behavioral Health Director
FLSA Status:	Exempt

SUMMARY OF POSITION

The Behavioral Health Clinician 1 is an integral member of the clinical team at SCHC and is responsible for providing both care management (primary) and specialty behavioral health services (secondary). The Behavioral Health Clinician I works directly alongside medical and behavioral health providers within the context of a primary care medical home to promote timely access to comprehensive and collaborative care. Key roles include identification and assessment of patient needs, providing brief and long-term behavioral interventions, and tracking patient progress on an assigned caseload, while working with patients before, during, and between visits within the clinic. Specialty behavioral health care will be provided to a limited group of patients in both individual and group settings. The Behavioral Health Clinician I will support patients in developing their ability to self-manage both behavioral health and medical needs and work to reduce barriers to care. The Behavioral Health Clinician I will also participate in clinical supervision to pursue licensure as a Clinical Social Worker.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Integrated Behavioral Health Care

- Screens and evaluates patients for mental health disorders, substance use disorders, and developmental delays using evidence-based screening tools and biopsychosocial interviews
- Identifies patients that will benefit from enrollment in a care management panel, based on level of risk, treatment goals, or level of engagement
- Utilizes and documents in electronic health records and electronic registries to track patient treatment adherence, progress, and outcomes, identify patients not improving as expected, and re-engage patients that have missed appointments
- Provides brief interventions to individuals or groups using evidence-based techniques such as behavioral activation, problem-solving treatment, motivational interviewing, psychoeducation or other treatments within the consultant's scope of practice as appropriate
- Facilitates treatment plan changes for patients who are not improving as expected

Specialty Behavioral Health Care

- Provides specialty behavioral health care to a small panel of patients, as directed by the Behavioral Health Manager
- Assesses and diagnoses mental health and substance use disorders using DSM-V and ICD-10 criteria, via evidence-based screening tools and biopsychosocial interviews
- Completes comprehensive assessments as needed for referrals to care outside of SCHC
- Provides evidence-based psychotherapeutic interventions appropriate to a primary care setting to children, adults, couples, families, and groups within the consultant's scope of practice, education, and experience
- Develops patient centered treatment plans that are consistent with the patient's goals and are modified as needed based on the patient's progress and response to treatment

- Utilizes an electronic health record for timely and accurate documentation of services rendered

School-Based Services

- Assesses and diagnoses mental health and substance use disorders using DSM-V and ICD-10 criteria, via evidence-based screening tools and biopsychosocial interviews
- Provides evidence-based psychotherapeutic interventions appropriate to a school setting to children and groups within the Provider's scope of practice, education, and experience
- Develops individualized treatment plans that are consistent with the student's goals and are modified as needed based on the student's progress and response to treatment
- Utilizes an electronic health record for timely and accurate documentation of services rendered

Coordination of Care

- Coordinates formally and informally with all members of the care team, including medical, behavioral health, and psychiatric providers
- Makes appropriate referrals, including those to internal and external specialty behavioral health care, and to community resources to ensure basic needs are met and reduce barriers to treatment goals

Quality Assurance/Quality Improvement

- Participates in regular peer reviews to ensure appropriate provision and documentation of services
- Contributes to continuous quality improvement and risk management activities
- Participates in required and self-directed training to develop enhance skills
- Participates in clinical supervision to pursue credentials as a Licensed Clinical Social Worker
- Complies with SCHC's policies and procedures
- Provide charting documentation for services rendered on the appropriate electronic forms, and to do so per State of Alaska regulations, which must occur within 72 hours of providing service.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Duties, responsibilities, and activities may change, or new ones may be assigned at any time with or without notice.

SUPERVISORY RESPONSIBILITIES

Received: Works under general direction of the Behavioral Health Director or Assistant Behavioral Health Director. Supervision is received through personal conference, general observation of work in progress, and periodic review by supervisor of completed work.

Performed: None

QUALIFICATIONS:

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

Current (annual) TB screening and Covid vaccinations required. Hepatitis B immunization is recommended for all SCHC employees.

EDUCATION and/or EXPERIENCE

- Two or more years of experience serving individuals with behavioral health needs preferred
- Master's degree in Social Work and a current, unrestricted license with the State of Alaska as a Licensed Master Social Worker required. Other degree tracts and clinical licensures will be considered on a case-by-case basis.
- Experience collaborating with medical providers preferred
- Valid State of Alaska driver's license required
- Current BLS required
- Current CPR certification required

KNOWLEDGE, SKILLS and ABILITIES

- Knowledge of and belief in the community health center's mission and goals
- Knowledge of DSM-V criteria, evidence based psychotherapeutic modalities, psychopharmacology, and medical terms and abbreviations
- Knowledge of integrated behavioral health care models
- Knowledge of trauma informed care
- Knowledge of crisis intervention strategies
- Skilled in rapport building with both patients and colleagues
- Skilled in use of Electronic Health Records and Microsoft Office products
- Able to assess, diagnose, and care plan for both brief and long-term treatment under the supervision of a Licensed Clinical Social Worker
- Able to provide varied psychotherapeutic modalities appropriate for children, adults, couples, families, and groups under the supervision of a Licensed Clinical Social Worker
- Able to manage time and prioritize tasks effectively and efficiently
- Able to demonstrate compassion toward individuals with varied cultures, belief systems, lifestyles, and attitudes
- Able to effectively work in a collaborative team environment and alongside medical staff
- Able to maintain patient privacy and confidentiality at all times
- Able to effectively and professionally communicate both orally and in writing

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is required to sit for long periods of time, speak, hear, write, reach with hands and arms, stoop, kneel and operate a keyboard. Employee must also have visual acuity to read small print and view a computer monitor, reach to the top of a five-drawer filing cabinet, lift boxes of no more than 30 lbs. Employee may need to climb stairs.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

While performing the duties of this job, the employee generally works within the interior of a healthcare clinic/office environment. Employee may travel between multiple worksites and be responsible for own transportation. Out of area travel may be required on occasion. The general work environment is clean

with a moderate temperature and noise level. Employee will be required to use a computer and other office equipment and participate in communication through typing, reading, writing and telephones, etc. The employee may be in contact with patients under all conditions and circumstances, e.g., illness, emotional duress, and hostility. Daily work activities also involve contact with the public, staff members and government representatives under all conditions and circumstances. All SCHC facilities are non-smoking.

OSHA:

The employee may be exposed to infectious waste, blood, body fluids, communicable/infectious diseases, air contaminants and hazardous chemicals. SCHC will provide the employee instructions on how to prevent and control such exposures. The employee may be exposed to the Hepatitis B and Covid-19 Viruses. SCHC will make the Hepatitis B and Covid-19 vaccinations available to all employees free of charge.

EMPLOYMENT PRACTICES:

SCHC is an Equal Opportunity institution and does not discriminate against any person in employment or in admission, treatment or participation in its programs and benefits based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability or genetic information, veteran status, or any other protected class. Persons alleging unequal treatment should contact Human Resources.

Signature below acknowledges that I have received a copy of my job description and my supervisor has discussed it with me. I agree to perform the functions of my position in a safe manner and within SCHC's established policies and procedures.

_____ Employee Printed Name	_____ Date
_____ Employee Signature	_____ Date
_____ Supervisor Signature	_____ Date

***Sunshine Community Health Center
is committed to accessible, proactive, quality health care, promoting
community wellness through outreach and education.***