

 **Job Title:** Integrated Care Provider

 **Department:** Behavioral Health

 **Reports To:**   Behavioral Health Director

 **FLSA Status:** Exempt

**SUMMARY OF POSITION**

The Integrated Care Provider is a licensed clinical provider and integral member of the clinical team at SCHC and is responsible for ensuring effective care and treatment for patients with behavioral health disorders. The Integrated Care Provider works directly alongside medical providers and other members of the care team within the context of a primary care medical home. The Integrated Behavioral Health Clinician is embedded within the primary care clinic team. This person works directly with the team to assess individuals with behavioral health and /or substance abuse issues and to provide brief treatment services within the clinical setting for children and adults with chronic medical diseases.

**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 short-term targeted counseling for patients
* Can provide psychoeducation to patients who are dealing with chronic illness, diabetes, and other life-changing medical conditions during scheduled appointments
* Provide case management and outreach efforts to assist in managing wait lists as well as meeting current needs of patients.
* Facilitate groups related to chronic pain, resilience, mindfulness, insomnia, etc. to meet the needs of our clients
* Work with providers to facilitate warm hand-offs
* Is the mental health subject matter expert that is available for consultation with providers
* Provides crisis management to the clinic and support to coworkers in the medical department
* Make appropriate referrals as needed to best meet the needs of the patient
* 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
* Conduct intakes for patients requesting counseling services/ may obtain consents and other documentation needed to facilitate services
* May diagnose individuals if it is within their current scope of practice
* May travel to differing clinic sites to be available to meet the needs of the community
* Participates in treatment team meetings, staff meetings, and peer reviews as assigned
* Address gaps in access to Behavioral Health services by providing interim, back-up, step-down, or transitional care
* Documents encounter within EHR
* Provides follow up contacts as needed for best practice
* Other duties as assigned.

**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

**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
* 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 the general direction of the 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. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE**

* Requires Licensed Clinical Social Work License
* Experience collaborating with medical providers preferred
* Valid State of Alaska driver’s license required
* Current BLS preferred but not required.

**KNOWLEDGE, SKILLS and ABILITIES**

* Knowledge of and belief in the community health center’s mission and goals
* Can perform duties with minimal supervision
* Has knowledge of integrated care
* Knowledge of DSM-V TR 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
* Experience providing short-term individual and family counseling/therapy and case management to clients with behavioral health, psychosocial, and medical conditions including issues of domestic violence, poverty, homelessness, substance abuse, trauma as well as medical conditions requiring special care.
* Knowledge of mandated reporting laws, child development, family systems, stages of change, and co-occurring mental health and substance use/abuse conditions.
* Ability to apply case management skills effectively; establish and maintain effective working relationships with others (schools, social services, medical, housing, legal, etc.); record & secure accurate and clinically pertinent bio-psycho-social data.
* Ability and willingness to work under pressure and as part of an interdisciplinary team, and establish positive working relations with staff and patients. Flexible, willing to take on new tasks as needed.
* Experience with modalities of brief counseling, including CBT, solution-focused counseling and motivational interviewing strongly preferred.

**GENERAL**

To ensure the health of our community, patients, and staff, SCHC requires proof of completed vaccine series or serologic test results for MMR (Measles, Mumps, and Rubella), Varicella (Chicken Pox), and Hepatitis B, as well as TB screening, prior to employment.

 **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. Employees 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. Employees 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 accommodation 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. Employees may travel between multiple worksites and be responsible for their own transportation. Out of area travel may be required on occasion. The general work environment is clean with a moderate temperature and noise level. Employees 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 Covid-19 Viruses. SCHC will make the 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. People 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.

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Employee Printed Name Date

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Employee Signature Date

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Supervisor Signature Date

*Sunshine Community Health Center
is committed to accessible, proactive, quality health care,*

*promoting community wellness through outreach and education.*