

Position Description –Behavioral HealthTherapist

POSITION TITLE: Behavioral HealthTherapist

BOARD APPROVED: 11/19/2014 as Specialty Behavioral Health Provider, 9/9/2015, 10/12/2016, 12/20/2017, 12/19/2018; 12/16/2020

REPORTS TO: Director of Behavioral Health

DUAL SUPERVISOR PERSONNEL COLLABORATOR: Chief Executive Officer (CEO)

DIVISION: Clinical Patient Care

EXEMPT/NON-EXEMPT STATUS: Exempt

SECURITY ROLES: Provider

JOB SUMMARY: A full-time licensed behavioral health provider to include LMFT,LCSW, LPC/MHSP and supervised LMSW that provides behavioral health counseling to HOPE patients. This position will assess clients and provide them treatment utilizing a variety of evidence-based counseling or therapy techniques to help guide and support optimal health functioning in each client's life. The program serves predominantly clients who exhibit mild to moderate symptoms of behavioral health disorders such as Depression, Anxiety, PTSD, Bipolar Disorder, and general mental health concerns, as well as persons who exhibit symptoms of substance use disorders.

PRIMARY DUTIES AND RESPONSIBILITIES:

- A. Provide screenings and initial behavioral health assessments
- B. Provide short-term, structured, evidence-based psychotherapy (individual, family, and group) as part of a comprehensive integrated treatment plan in accordance with Federally Qualified Health Center (FQHC) and State requirements
- C. Input behavioral health goals, objectives, and interventions into integrated treatment plans
- D. Attend treatment team meetings and coordinate care with the Behavioral Health Program Coordinator, Behavioral Health Consultant, and HOPE's primary care providers to improve health outcomes
- E. Participate in clinical supervision with the Behavioral Health Program Coordinator and COO
- F. Facilitate referrals for other services (e.g. substance abuse treatment centers, community mental health centers, etc.) as needed
- G. Serve on such committees as directed by senior management
- H. Provide crisis intervention services as needed

- I. Maintain accurate and timely records of activities and services
- J. Assure the security and confidentiality of all protected health information as required by state and federal law

INTERMITTENT DUTIES:

- A. Perform other duties as assigned by supervisor

OFF-SITE WORK:

- A. Off-site work is required occasionally.
- B. This position does have the option to complete various job tasks off-site with prior approval from supervisor. Such tasks may include, but are not limited to the following: chart documentation, phone consults, conference calls, etc.
- C. Employees who participate in off-site work are required to have a confidential designated workspace when completing job tasks.
- D. Team Leaders will review each employee's off-site work classification and details during date of hire, at the employee's annual review, and as needed throughout the year.

QUALIFICATIONS:

- A. Master's degree in Social Work or PhD in Clinical Psychology or Marriage and Family Counseling and Mental Health Counseling
- B. Current licensure as Licensed Clinical Social Worker or Licensed Psychologist in the State of Tennessee (other licenses will be considered), LMFT, LPC-MHSP, or LMSW, supervision offered.
- C. Excellent knowledge of behavioral health care, psycho-pharmacology, and evidence-based treatments for health conditions
- D. Familiarity and comfort working with issues related to homelessness, substance abuse, domestic violence, and history of trauma
- E. Ability to work collaboratively with an inter-disciplinary clinical team
- F. Strong interpersonal, written, and oral communication skills
- G. Ability to communicate with diverse audiences; Strong administrative skills and proficiency in Microsoft Office Suite (Word, Excel, Outlook)
- H. Criminal background check and clearance.

PREFERRED QUALIFICATIONS:

- A. Experience working in the medical social work or community mental health field
- B. Knowledge of Behavioral Health Integration in the community healthcare system
- C. Knowledge of federal, state, and county regulations for FQHC's
- D. Oral and written fluency in English and in Spanish
- E. Experience working with children and families

TECHNICAL SKILLS:

- A. Operate a motor vehicle with current Class D driver's license. Operate a personal computer and calculator
- B. Problem Solving: Frequent problems arise in this position that are outside established policies or bodies of knowledge calling for high-level skills in problem solving
- C. Decision Making: Frequent situations arise in this position calling for careful and analytical judgment
- D. Interpersonal: Must interact with employees, Board of Directors, governmental officials, and the public
- E. Working Conditions: Works in well-lighted, climate-controlled building. May be subjected to appearance in less than desirable environment and travel in adverse weather conditions. May be exposed to body fluids

PHYSICAL REQUIREMENTS:

- A. Requires sufficient visual acuity to be able to read and write and operate equipment common to this position. Required to read, write and speak English with the ability to speak a foreign language helpful. Requires sufficient hearing level to be able to effectively communicate with people directly or by telephone. Occasionally lift items weighing up to 25 pounds.

This job description is in compliance with the Americans With Disabilities Act (ADA) and the Fair Labor Standards Act (FLSA) (May 1995).

