

Crusaders Central Clinic

JOB DESCRIPTION

Job Title: Behavioral Health Provider

Job Status: Exempt

Job Grade: 23

Manager Title: Lead Behavioral Health Provider and subsequently the Chief Strategy and Operations Officer

POSITION SUMMARY:

This is a professional, direct service position. The Behavioral Health Provider is co-located on the clinical unit and collaborates as part of the health care team assisting the primary care team in managing the patient's behavioral health needs. The Behavioral Health Provider's goals are to help improve the recognition, treatment, and management of psychosocial/behavioral health problems and conditions of patients. This position will provide consultation services to all patients referred by the primary care team. This position will deliver brief, consultation-based services in the primary care clinic to patients and providers using an integrated care model, as well as traditional therapy services. This position responds to urgent and emergent behavioral health issues that arise in the clinic. The Behavioral Health Provider works with patients to identify health goals and to achieve behavior change which will help achieve health goals. The Behavioral Health Provider works to identify and reduce challenges in life domains which impede the achievement of health goals using a team-based approach. This position reports directly to the Lead Behavioral Health Provider.

ESSENTIAL FUNCTIONS: *This will include but is not limited to:*

1. Accountable for demonstrating the qualities outlined in the "The Crusader Way Customer Service Standards of Excellence" program when interacting with patients, their families and friends, and fellow employees.
2. Provide brief psychotherapy services for individuals for a variety of mental health issues, substance use issues, life crisis related to health issues and transitional problems using best practices.
3. Provide evidenced-based psychotherapy services for patients with a variety of behavioral health, mental health, substance use, and psychosocial and transitional issues.
4. Develop and implement patient-centered, behavioral based individualized treatment plans with patients engaged in therapy.
5. Support and closely coordinate behavioral health care with the patient's primary care provider and other providers treating behavioral health.
6. Screen and assess patients for mental and substance abuse disorders.
7. Monitor patients (in person or by telephone) for changes in clinical symptoms and treatment side effects or complications.
8. Support psychotropic medication management prescribed by providers, focusing on treatment adherence, attention to side effects, and effectiveness of treatment.
9. Provide brief counseling or psychotherapy using evidence-based techniques such as behavioral activation, motivational interviewing, or other relevant skills.
10. Facilitate patient engagement and follow up on behavioral health care.
11. Document patient progress and treatment recommendations in a timely manner per policy, so that information can be easily shared with providers, and other treating providers and/or clinic staff.

12. Facilitate referrals for clinically indicated services outside the primary care clinic (e.g. social services such as housing assistance, vocational rehabilitation, mental health specialty care, substance abuse treatment).
13. Educate clinic staff and community about behavioral health and appropriate referrals process; maintain ongoing working relationship with referral sources on patient's progress; assess and make referrals to community resources as necessary.
14. Provide consultation and education for mental health/addictions/treatment issues with other staff.
15. Assist in the assessment, planning, arranging, and implementing of behavioral health programs.
16. Prepare psychosocial educational materials as needed or required.
17. Provide in-service presentations to staff as needed or required.
18. Participate in team meetings.
19. Participate in quality assurance activities.
20. Participate in recommended CCCA committees.
21. Perform other related duties as requested by the Lead Behavioral Health Provider and/or Chief Strategic and Operations Officer.

QUALIFICATIONS:

Knowledge of:

- Code of Ethics for appropriate professional licensure
- Community Resources
- Culturally sensitive care

Ability to:

- Support the mission, goals, and values of the organization
- Follow Crusader policies and guidelines
- Interact with various levels of staff including the Board of Directors and outside agencies
- Remain organized and able to multitask in a fast-paced environment where priorities shift daily
- Maintain the confidentiality and records of patient data; and confidentiality of organizational strategic initiatives you may be exposed to
- Use independent professional judgment
- Utilize strong verbal and written communication skills with the ability to document within an electronic medical record
- Build effective interpersonal relationship skills with diverse, multicultural individuals and groups
- Speak respectfully and courteously with employees, patients and the general public
- Present facts and recommendations effectively in verbal and written form
- Abide by Code of Ethics for the appropriate professional licensure
- Provide brief psychotherapy to all age ranges with a wide variety of needs
- Maintain professionalism in stressful situations
- Manage time effectively
- Travel between locations
- Work independently with minimum/no supervision

Education/Experience:

- Masters of Social Work, Counseling, Psychology or Human Service related field

- Active Illinois License (Licensed Clinical Social Worker, Licensed Clinical Professional Counselor, Licensed Marriage and Family Therapist, Licensed Clinical Psychologist)
- Experience in mental health clinical service delivery
- Training in a variety of therapeutic interventions (such as Cognitive Behavioral Therapy, Solution Focused Brief Therapy, Motivational Interviewing, Dialectical Behavior Therapy).
- Previous work experience in a multicultural setting preferred and willingness to enroll in language and multicultural coursework to supplement training if necessary

Technical Knowledge:

Equipment: Personal computer, email, facsimile machine, voice mail system, and electronic medical record system

Software Knowledge: Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint, Outlook)

Physical Requirement Form

Job Title: Behavioral Health Provider

Physical Demands	Continuous over 70%	Frequent 40-60%	Occasional 15-39%	Rarely Up to 15%
Sitting	X			
Standing			X	
Walking		X		
Climbing			X	
Bending			X	
Pushing / Pulling				X
Carry / Lift			X	
1-15lbs				
15-30lbs				X
30-50lbs				X
Fine hand / Eye Coordination	X			
Exposure to Blood and Body Fluids				X
Exposure to Extreme Heat, Cold, Temp Fluctuations				X
Exposure to Hazardous Chemicals				X
Concentration on Detail	X			
Oral Communication	X			
Written Communication	X			

Crusader Community Health does not require nor does it expect that an employee lift over 50lbs unassisted. Objects in excess of 50lbs should be lifted or moved with mechanical means or a team lift.

Employee Signature: _____ Date: _____

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed, as an exhaustive list of all responsibilities, duties and skills required of personnel so classified. They are representative to the knowledge, skills, and abilities that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.