El Dorado Community Health Centers

JOB DESCRIPTION

JOB TITLE: Behavioral Health Clinician
REPORT TO: Director of Behavioral Healthcare Services
WORK SETTING: Clinical Environment

JOB SUMMARY: Under the general direction of the Director of Behavioral Healthcare Services, the Behavioral Health Clinician is responsible for providing behavioral healthcare assessment and clinical services to patients at the El Dorado Community Health Center's clinics. As part of an integrated behavioral health and primary care practice, they provide initial patient evaluations, triage assessments, crisis intervention management, brief individual and group counseling, skills-training, care coordination, case management and follow-up referrals. They participate in interdisciplinary case conferences, works with primary care providers and assists with program development.

JOB DUTIES AND RESPONSIBILITIES

- Consult and collaborate with primary care and behavioral health providers regarding the assessment, diagnosis and treatment of behavioral health disorders and other psycho -social issues. Assist in managing patients with chronic, concurrent medical and behavioral conditions.
- Conduct psychosocial evaluations, screenings and triage assessments of both existing clinic patients and those referred for services by local hospital emergency departments and other providers.
- Complete legible and legally defensible medical record entries in a timely manner on a daily basis using the eCW EMR system. Entries include patient progress notes summarizing patient subjective, objective, assessment and treatment data that facilitate continuity of care between visits.
- Develop individualized care plans for patients based on needs' assessments which identify problems, goals, skills-training and other service needs.
- Provide assistance to patients in dealing with social, emotional, financial and/or environmental factors which affect their health and well-being.
- Provide real-time consultation to primary care providers and brief intervention to patients regarding behavioral health issues at the request of provider staff.
- Provide crisis intervention, brief individual therapy, short-term group counseling, psychosocial education and skills-training services.
- Assist in the detection of high risk patients to assess and provide care to prevent further psychological deterioration.
- Oversee the development and updating of a comprehensive referral list of community services. Provide and/or oversee referrals to community resources. Develop and maintain relationships and good communication with related health, educational and social services agencies. Advocate for patients and follow-up with both patients and providers.

- Maintain the highest standards of professional practice and patient confidentiality.

KNOWLEDGE OF:

- The principles and practices of an integrated behavioral health and primary care service delivery model in a community health center that serves a culturally and socially diverse, low-income population with complex substance abuse, mental health and co-occurring medical conditions
- Cultural components of comprehensive care
- Managing behavioral crises, conducting psychosocial assessments, developing care plans and providing brief counseling
- Community resources and patient eligibility criteria; experience planning, coordinating and following-up on referrals
- Basic information about public and private health insurance and third-party reimbursement issues

SKILLS AND EXPERIENCE WITH:

- Establishing and maintaining effective working relationships and providing consultations to medical providers
- Effective oral and written communication
- Efficient and effective use of the eCW EMR system
- Exercising good judgment in clinical decision making and patient care
- Use of a computer for word processing, data entry and e-mail
- Bilingual in Spanish is highly desirable

ABILITY TO:

- Maintain adequate physical and mental health status in order to demonstrate professional and ethical competence in providing high quality care to Center patients
- Maintain quality control standards
- Interpret, adapt and apply treatment protocols/guidelines and procedures
- Understand patient needs as consumers of health care and focus service around those needs
- Develop rapport and work with people of all ages, cultural, religious, social and ethnic backgrounds, including acknowledging and honoring psychosocial, spiritual and cultural beliefs
- Maintain professional behavior with all levels of colleagues, staff, patients and the public, including refraining from negative comments about peers in public and in the medical record, resolving conflict with peers and staff in a private setting, and demonstrate courtesy and respect to all staff
- Analyze and pay attention to detail
- Share the EDCCHC mission and team orientation approach and cooperate in accomplishing common goals and objectives
- Accept and be receptive to audit feedback and other types of clinical review
- Inspire confidence and trust in patients and staff
- Maintain a high level of confidentiality
- Meet work deadlines
- Select or develop culturally competent educational materials and approaches
- Document accurately clinical assessments, interventions and follow-up activities in an electronic health record
- Computer literacy, including ability to input information, retrieve patient

information, manage scheduling and locate information and resources in an electronic health record and on the Internet

QUALIFICATIONS

Education and Licensing Requirements:

- Doctoral degree in Psychology from an American Psychological Association accredited university and current, valid, unsuspended State of California license as a psychologist with a minimum of five years of postdoctoral clinical experience appropriate to the position.
- Or, master's degree in Social Work from an accredited university and current, valid, unsuspended State of California license to practice Social Work (LCSW) with a minimum of 5 years experience appropriate to the position.
- Or, master's degree in Marriage & Family Therapy from an accredited university and current, valid, unsuspended State of California license to practice Marriage & Family Therapy (LMFT) with a minimum of 5 years experience appropriate to the position.
- Or, master's degree in Professional Clinical Counseling from an accredited university and current, valid, unsuspended State of California license to practice Professional Clinical Counseling (LPCC) with a minimum of 5 years experience appropriate to the position.

Physical Requirements:
Function in a normal health center/interior office environment. See, hear, talk, walk or move about; sit and/or stand for long periods of time; reach, stoop, bend, lift up to 50 lb.; repetitive hand movement; use and view a computer; use a calculator; operate fax, copier and telephone; read and write English.

FLSA Status: Exempt

Note: The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an inclusive list of all duties, responsibilities and skills required of incumbents. In accordance with the Americans with Disability Act, reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential job functions.

BH Clinician with a master's degree Salary Range: $104,582.40 - $123,718.40
BH Clinician with a doctorate degree Salary Range: $122,740.80 - $145,184.00