

Job description

Behavioral Health Clinician

Job Summary: Under the direction of the Director of Behavioral Health, the Behavioral Health Clinician (BHC) works as a member of an integrated healthcare team (medical and dental) to provide behavioral health consultation and outpatient counseling services to a diverse population within a healthcare setting. The BHC provides a combination of behavioral consultations, short-term targeted interventions for chronic illness, short-term solution focused behavioral health interventions, and long-term specialty behavioral health counseling for patients across the lifespan. The BHC shares responsibility for ensuring adequate coverage of warm hand-offs and crisis interventions within the healthcare setting and serves as a consultant for the medical and dental care teams in identifying, assessing, and making recommendations in the treatment of a variety of behavioral health and substance use disorders. The BHC will utilize skills training through psychoeducation and patient education strategies to develop patient self-management, population health programs and specific behavioral change plans for patients using best practice and brief evidence-based treatment interventions. The BHC will also be responsible for monitoring therapeutic clinical outcomes and developing care plans to empower patients to accomplish improved physical, behavioral, and mental health.

Required Skills/Abilities:

- Training in conducting Biopsychosocial assessments to establish a differential diagnosis and treatment plans.
- Clinical experience providing brief interventions to patients with chronic health conditions, preferred.
- Familiarity with basic medical terminology and basic psychopharmacology.
- Experience working with diverse population, clients of all ages and with diverse socioeconomic backgrounds and levels of education attainments.
- Computer skills including the ability to prepare simple correspondence and reports in Microsoft Word and operate an electronic medical record.
- Ability to assess level of risk and make appropriate clinical judgments for resolution of patient emergencies to affect a safe outcome.
- Ability to utilize collaborative documentation when clinically justified and when requested by the patient.

- Ability to work independently as well as cooperatively and constructively as part of interdisciplinary team.
- Most possess skills that promote flexibility, team-based care and decision making.
- Highly organized.

Education and Experience:

- Maryland Licensed Clinician (LCSW-C, LCPC, LMCT, LCADC, LMSW, LGPS, LGMFT, LGADC)
- 2+ years' experience treating adults, children, adolescents, and families required.
- Experience in an Integrated primary care setting, preferred.

Core Values:

- Commitment To Service
- Respect
- Quality
- Teamwork
- Patient Focus
- Integrity
- Accountability
- Caring & Compassion
- Professionalism
- Listening & Responding
- Safety
- AIDET

Job Related Competencies:

- Empathetic Outlook- *The ability to perceive and understand the feelings and attitudes of others; the ability to place oneself "in the shoes" of another and to view a situation from their perspective.*
- Attention to Detail- *The ability to process detailed information effectively and consistently.*
- Problem Solving- *Identifies and analyzes problems weighing the relevance and accuracy of available information. Generates and evaluates alternative solutions and makes effective and timely decisions.*

- Communicates Effectively- *Developing and delivering multi-mode communication that convey a clear understanding of the unique needs of different audiences.*
- Values And Ethics- *Serving with integrity and respect in personal and organizational practices. Ensuring decisions and transactions are transparent and fair.*
- Time Management- *The ability to effectively manage one's time and resources to ensure that work is completed efficiently.*

Duties/Responsibilities:

- Clinical Responsibilities: May include the following, and other duties as assigned.
- Provide Individual, group, and family therapy: crisis assessment and intervention: behavioral health education.
- Provide brief behavioral health interventions using evidence-based techniques such as behavioral activation, problem-solving treatment, motivational interviewing, or other treatments as appropriate. Refer complex cases to specialty behavioral health as needed.
- Conduct patient-centered, strength-based, culturally, and linguistically sensitive mental and behavioral health diagnostic assessments and status examinations to establish differential diagnosis and treatment plans. Monitor the administration of PHQ2/PHQ9 to all adult and adolescent patients at least one time per year.
- Assist medical/dental care teams in providing comprehensive team-based healthcare to achieve the highest level of recovery and optimal wellness for the patient. This includes, assisting the clinical teams in recognizing and treating mental health disorders, psychological problems, substance use and misuse, and providing training/education on behavioral health issues and integrated care, as requested.
- As a member of an integrated team, participate in meetings, huddles, quality assurance, grand rounds, and pre-appointment planning activities.
- Using evidence-based interventions, assess patient's readiness for change, identify barriers to care and compliance, and work with the patient to identify barriers to patient self-management of mental and physical health conditions. Develop manageable treatment goals and objectives with the patient to manage/monitor their own health and track behavior changes.
- Develop a care/treatment plan with the patient and the medical/dental care team, and psychiatrist that identifies appropriate treatment goals,

objectives, and interventions to help ameliorate behavioral and mental health symptoms so that the patient can achieve health life functioning and overall patient wellness.

- Perform other duties as assigned.
- Administrative Responsibilities:
- Attend required trainings, behavioral health conferences, and community events, as requested.
- Identify a need for and assist in program development for groups (e.g., pain, diabetes, weight loss, insomnia, stress, grief, etc.) as needed.
- Maintain timely, clear, concise documentation including, but not limited to, patient progress, treatment planning and treatment documentation.
- Maintain professional licensure, certifications, and continuing education.
- Responsible for compliance with applicable federal, state, and local laws, professional practice acts and ethical guidelines, and payor contractual guidelines.
- Responsible for keeping patient information confidential by adhering to federal, and state laws, and Choptank Community Health System policies and procedures.
- Legal Responsibilities:
- Responsible for compliance with applicable federal, state, and local laws, professional practice acts and ethical guidelines, and payor contractual guidelines.
- Responsible for keeping patient information confidential by adhering to federal, and state laws, and Choptank Community Health System policies and procedures.
- Regular, reliable attendance is a requirement of this job.

Job Type: Full-time

COVID-19 considerations:

Note: As a healthcare organization that accepts Medicare/Medicaid - we are required to comply with all Federal mandates related to vaccines.

This requirement applies to all current and future Choptank employees.

Resumes and letter of interest should be emailed to Melissa Book, Director of HR, mbook@choptankhealth.org