POSITION TITLE       Behavioral Health Provider
DEPARTMENT           Mental Health and Substance Use Connections
POSITION NUMBER      53-004
HOURS                PRN (Hours may vary)
                     May require evening or weekend hours.
SALARY GRADE         Grade 10
STARTING SALARY      $28.85 to $30.17 per hour DOQ
FLSA CLASSIFICATION  Non-exempt status (Overtime eligible)
TO APPLY             Send resume and cover letter to one of the following:
                      Search Coordinator
                      Health District of Northern Larimer County
                      120 Bristlecone Drive
                      Fort Collins, CO 80524
                      Fax: 970-221-7165 (Attn.: Search Coordinator)
                      Email: searchcoordinator@healthdistrict.org

QUALIFICATIONS
   Required
      Education or Formal Training
         • Master's Degree or higher in a behavioral health discipline.
      Certificate/License
         • Current Colorado license in a behavioral health profession, or have the ability and
           willingness to become licensed within one year of employment.
      Experience
         • A minimum of one year clinical experience in a behavioral health setting post completion
           of Master’s program.

Ongoing opportunity
Health District of Northern Larimer County
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- **Knowledge, Skills and Abilities**
  - Extensive client assessment and diagnostic experience, including solid working knowledge of and ability to use current diagnostic system.
  - Experience with applying crisis intervention models; ability to manage and diffuse intense emotional and/or potentially hostile situations.
  - Experience with brief intervention/solution focused treatment models and clinical interventions with clients.
  - Experience and/or training in case management, including coordinating clients’ mental health service plans and services with other community agencies and providers.
  - Knowledge of theories of addiction and familiarity with practices and outcomes of the most generally accepted models of treatment, recovery, relapse prevention, and continuing care for substance abuse disorders, and ability to recognize importance of integrated treatment for co-occurring disorders.
  - Familiarity with current psychotropic medications and their indications.
  - Must possess a high level of cultural competence, including the ability to understand and work with diverse cultures, low-income client populations and people with physical and mental disabilities behavioral health concerns, and substance use issues.
  - Ability to develop and maintain positive, professional, and productive relationships with agencies, therapists, co-workers, and clients.
  - Excellent organizational skills.
  - Ability to work both cooperatively and independently.
  - Ability to work in an unpredictable, often fast-paced, on-call environment.
  - Ability to communicate well verbally and in writing, and to keep accurate and complete records.

**Special Consideration Will Be Given For:**
- Bilingual skills written and oral (English/Spanish).
- Three or more years of experience working in community mental health, social work, or other clinical field.
- Experience working with diverse populations, including severe and persistently mentally ill clients and low-income clients.
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- Extensive knowledge of local mental health systems and referral sources.

- Addiction counseling certification (CAS II or higher), or willingness to pursue certification.

- Knowledge, experience, interest, and/or skills in harm reduction and motivational interviewing.

- **Technology Skills**
  - Basic computer skills including Windows operating system, e-mail, word processing and data entry.

- **Working Environment/Physical Requirements**
  - 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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
    - Must have close visual acuity to perform activities such as: preparing and analyzing data and figures, viewing a computer monitor, extensive reading.
    - Must be able to sit or stand for prolonged periods.
    - Must have eye-hand coordination and manual dexterity sufficient to operate a computer keyboard, telephone, photocopier and other office equipment.
    - Must have normal physical mobility, which includes movement from place to place on the job.
    - Must have the ability to communicate information and ideas verbally so others will understand.
    - Ability and willingness to provide mobile assessments at various community settings such as hospitals, jails, and schools, and to accompany law enforcement on welfare checks.

- **Infection Control Requirements**
  - Healthcare workers are required to comply with infection control policies including immunity to Measles, Rubella, Mumps, Varicella, and Pertussis. Proof of immunization record is required. An annual screening for Tuberculosis and annual Influenza vaccination are required.

- **Requires Reliable Vehicle; Valid Driver’s License and Auto Insurance**
GENERAL DESCRIPTION/PURPOSE
The Mental Health and Substance Use Connections program offers answers, options, and support to individuals and families looking for help with behavioral health concerns, such as depression, anxiety, trauma and substance use concerns. The services provided by the Connections team include needs assessment, information and referral, assistance with coordinating and navigating care, brief therapeutic interventions, and connection to community resources. The Connections program also provides education and training to the community. The Connections program provides behavioral health support to all ages.

The Behavioral Health Provider is responsible for responding to needs presented by clients who telephone, walk-in, or make an appointment for behavioral health support. The Behavioral Health Provider is often the first person a client talks to when considering behavioral health support. Clients may present in crisis or may need general mental health information; referral to providers and/or agencies meeting specific sets of criteria; in-depth care coordination; linkage to low-cost services; assistance in working with their third-party insurer; brief intervention; and/or help with decision making and overcoming obstacles to care. The Connections Program works with the full-range of clients across the lifespan, from those needing basic support and information to the chronically mentally ill. To be successful, the Behavioral Health Provider must possess clinical mental health and substance abuse treatment skills.

SPECIFIC DUTIES
1) Client Assessment and Intake
   a) Performs initial client intake and needs assessment to identify the client needs.
   b) Performs risk assessment and assessment for holds.
   c) Works with client (and family) to determine appropriate treatment recommendations and plans based off the needs assessment.

2) Mental Health Information
   a) Utilizes information and referral resources in order to research and provide information on mental health topics, disorders, and treatments.
   b) Provides clients (and families) with education and support around presenting behavioral health issue and treatment options.

3) Referral
   a) Utilizes information and referral resources in order to research possible options, and refer clients and providers to appropriate behavioral health and human service resources.
   b) Maintains accurate and up-to-date computerized information on each referral made.

4) Crisis Intervention and Management
   a) Utilizes crisis intervention model to respond to clients in crisis.
b) Performs assessment for holds as necessary and facilitates process of admission to hospital.

c) Provides appropriate intervention(s) to help stabilize client.

5) Brief Intervention
   a) Assesses clients at intake for appropriateness for brief intervention.
   
b) Provides up to ten sessions of clinical intervention for appropriate clients utilizing a brief therapy and/or solution-focused approach.
   
c) Develops and maintains appropriate treatment plan and clinical notes.

6) Care Coordination and Follow-Up
   a) Provides care coordination to reduce barriers to improved mental, social, family, and physical functioning. May include service-planning, advocacy, research, work with others in client's treatment system, monitoring, follow-up, etc.
   
b) Contacts clients after providing specific service to determine follow-through with plan, barriers encountered, additional client needs, and client suggestions for improvement of services.
   
c) Provides outreach to clients who have not followed through with services, or who no-showed for an appointment.
   
d) Assesses appropriateness for Connections low-cost counseling program or other community sliding fee services.

7) Administrative
   a) Assists the Director of Connections in the development of operational procedures and protocols.
   
b) Responds to requests for information from the public.

8) Other
   a) Maintains information on identified barriers to service and dead-ends.
   
b) Works as a team-member, participating in group meetings, staffings, group supervision sessions, retreats, trainings, and special events as necessary.
   
c) Actively pursues continuing education in aspects related to job functions.
   
d) May supervise other clinical employees or interns, with the approval of Director of Connections.
   
e) Performs other duties as assigned by Director of Connections, or Executive Director.
f) Provides Disaster Mental Health Response services as necessary.

The above job definition information has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. Job duties and responsibilities are subject to change based on changing business needs and conditions.

**Equal Opportunity Employer** - The Health District is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, ethnic or national origin, ancestry, age, sex, pregnancy, disability, genetic information, veteran status, gender, marital status, sexual orientation, gender identity or expression, religion (creed), political beliefs, or any other characteristic protected by federal, state or local laws.