

Health District

OF NORTHERN LARIMER COUNTY

POSITION DESCRIPTION

POSITION TITLE	Behavioral Health Provider
DEPARTMENT	Integrated Care (IC) – Family Medicine Center
SALARY GRADE	Grade 10
REPORTS TO	Program Manager, Integrated Care

POSITION OVERVIEW

This position is embedded in Family Medicine Center (FMC), a primary care clinic and family practice residency in partnership with the Health District’s Integrated Care Program. Behaviorists provide high level mental and behavioral health services. Services include, but are not limited to, diagnostic assessment, psychotherapy, brief and problem focused interventions, advocacy and case management, collaborative care with all levels of medical providers to address co-morbid and complex physical/behavioral health issues, and coordination with internal and external resources and referrals. Additionally, behaviorists provide education to family practice residents regarding behavioral health topics. Integrated behavioral health is an essential part of this fast-paced clinic. The behavioral health team is expected to perform independently and creatively, as well as collaboratively on a medical team.

SUPERVISION AND FISCAL RESPONSIBILITIES

This position has no supervisory or fiscal responsibilities.

EXAMPLES OF DUTIES

Behavioral Health Consultation and Medical Clinic Support

- Delivers immediate and follow-up consultations and clinical interventions when patients are seen by their primary care provider. Participates in “warm hand-offs” by meeting with patients before, during, or after their medical appointments.
- Works with clinic staff to improve recognition of and appropriate response to various psychological and psychosocial factors that may affect treatment compliance and overall physical and mental health in their patients.
- Provides behavioral health and substance use disorder screenings and assessments, brief interventions and consultation to patients and their medical providers and provides psychoeducation to patients and their families.
- Provides behavioral and logistical support to specialty clinics (Medication Assisted Treatment, Pain Clinic, etc.).
- Participates in shared team-based decision making with medical providers.
- Provides occasional case management as needed to coordinate care. Works collaboratively with community agencies and programs to meet patient needs.
- Participates in shared medical appointments/group visits as needed.
- Provides occasional psychosocial evaluations for children and adults.
- Performs other duties as assigned.
- Develops and maintains positive, professional, and productive relationships with consumers, the public, other agencies, co-workers, and supervisors.

Teaching and Precepting (outpatient setting)

- Provides teaching and didactic instruction to medical providers (e.g., faculty and resident physicians, mid-level providers, nurses, etc.) regarding a variety of behavioral health related topics.
- Provides one on one teaching, regarding various clinical topics, for medical residents while residents are on their behavioral health rotation.

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- Provides education and training while seeing patients collaboratively with residents in the medical clinic.
- Provides support for family practice residents throughout their training to promote wellness.
- Teaches colleagues about psychological approaches to patient care.
- Participate in medical student interview process and for placement into the family practice residency.

Counseling

- Provides mental health and substance use disorder counseling to patients in the medical clinic. Therapy interventions may entail working with individuals, families, or groups.
- Delivers brief and longer-term clinical interventions to patients with mental health and/or substance use diagnoses and/or chronic health conditions.
- Works side-by-side with medical staff providing counseling, assessment and diagnoses, clinical evaluations and crisis intervention and facilitates group therapy or shared medical visits.

QUALIFICATIONS

- Master's degree in a behavioral discipline is required.
- Current Colorado license in a behavioral health profession such as LCSW, LMFT, or LPC or have the ability and willingness to become licensed within two years of employment (for a full-time employee).
- Addiction counseling certification (Certified Addiction Specialist or Licensed Addiction Counselor), or willingness to pursue certification.
- Minimum of two years clinical experience in a behavioral health setting providing therapy/counseling and/or case management. Clinical experience may include practicum from graduate studies.

SKILLS

- Must possess high interpersonal effectiveness skills.
- Solid knowledge of clinical assessment and diagnosis of mental health and substance use disorders. Familiarity with chronic illness, bio-ethical issues, and complex patient dynamics.
- Solid knowledge of, and excellent skills, in motivational interviewing, cognitive-behavioral therapy, brief solution-focused and evidence based clinical interventions.
- Experience and skills in crisis intervention.
- Ability to shift focus between competing requests and tasks effectively and efficiently.
- Ability to provide appropriate and effective interventions for patients with substance use disorders specific to their "stage of change".
- Ability to understand how medical disease/injury, and subsequent treatment(s), affect an individual's emotional wellbeing and behavior.
- Ability to work with diverse populations, including those with limited resources.
- Ability to establish rapport quickly.
- Ability to develop and deliver educational presentations to colleagues and the community.
- Detail oriented, excellent organizational skills, and a commitment to high-level accuracy.
- Ability to communicate well verbally and in writing, and to keep accurate and complete records.
- Intermediate skills in Microsoft Office Suite (Word, Excel, PowerPoint, and Outlook).
- Experience working in an integrated care/medical setting is desired.
- Familiarity with electronic health records (EHR's) is desired.
- Written and oral fluency in English and Spanish language is desired.
- Eye Movement Desensitization and Reprocessing (EMDR) Trained or EMDR Certified is desired.
- Requires reliable transportation; valid driver's license and auto insurance if reliable transportation is by personal automobile.
- Must comply with infection control policies for this position. Requirements include providing documentation of MMR, Varicella, and Tdap immunizations and compliance with tuberculosis training, screening, and testing on hire.

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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.

WORK ENVIRONMENT

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 the ability to move from place to place on the job.
- Must have the ability to communicate information and ideas verbally so others will understand.

General Benefits Description - For qualifying employees, the Health District provides paid time off, medical, and dental insurance, life, and disability insurance, 401(a) employer match, and a robust employee wellness and recognition program. Vision insurance and an additional pre-tax retirement plan are offered. A complete list of benefits can be found on the Health District website.

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.