

Health District

OF NORTHERN LARIMER COUNTY

POSITION DESCRIPTION

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| POSITION TITLE | Behavioral Health Provider |
| DEPARTMENT | Mental Health and Substance Use Connections |
| SALARY GRADE | Grade 11 |
| REPORTS TO | Mental Health Connections Manager |

POSITION OVERVIEW

The Behavioral Health Provider is responsible for responding to the needs presented by clients through telephone, walk-in, or make an appointment for mental health assistance. The Behavioral Health Provider will have a specific focus on providing assessment, crisis intervention and outreach/connection to community services.

The Behavioral Health Provider is often the first person a client talks to when considering behavioral health services. Clients may present in crisis or may need general behavioral 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, 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 use treatment and assessment skills.

SUPERVISION AND FISCAL REQUIREMENTS

Under the general direction and supervision from the Connections Manager:

- Exercises independent judgement and initiative within the scope of the essential functions and duties.
- May act as license specific clinical supervisor, if necessary, in conjunction with Behavioral Health Provider Lead, with the approval of the Connections Manager.
- This position does not have any fiscal responsibilities.

ESSENTIAL FUNCTIONS AND DUTIES

Client Assessment and Intake

- Performs initial client intake and assessment to identify the client's strengths, supports, risks and needs.
- Works with clients (and families) to determine appropriate treatment and support recommendations based off the assessment.
- Provides clients (and families) with ongoing education and support around presenting behavioral health issue and treatment options.
- Provides service matching referral in order to meet clients identified needs and resources to get them connected to appropriate providers in behavioral health and human services.

Crisis Intervention and Management

- Provides crisis intervention and crisis management to respond to clients in need providing appropriate intervention(s) to help stabilize client. May perform assessment for mental health holds as necessary and facilitate the process of admission to hospital.

Brief Intervention

- Provides behavioral health intervention for appropriate clients utilizing a brief therapy and/or solution-focused approach.
- Develops and maintains appropriate treatment plan and clinical notes.

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Care Coordination and Follow-Up

- Provides care coordination to reduce barriers to improve mental, social, family, and physical functioning. May include service-planning, advocacy, research, work with others in client's treatment system, monitoring, follow-up, etc.
- Contacts clients after providing specific service to determine follow-through with plan, barriers encountered, additional client needs, and client suggestions for improvement of services.

Administrative

- Maintains accurate and up-to-date computerized information on each referral made.
- Performs other duties as assigned by the Connections Manager and the Behavioral Health Provider Lead.
- Provides Disaster Mental Health Response services as necessary.
- Develops and maintains positive, professional, and productive relationships with consumers, the public, other agencies, co-workers and supervisors.

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.

QUALIFICATIONS

- Master's degree or higher in a behavioral health discipline
- A minimum of three years clinical experience in a behavioral health setting is required.
- A Colorado unrestricted license in a behavioral health profession and/or addiction counseling certification
- Three or more years of experience working in community mental health, social work, or another clinical field is desired.
- Experience working with diverse populations, including severe and persistently mentally ill clients and low-income clients is desired.
- 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, independently and in an unpredictable, often fast-paced, on-call environment.
- Written and oral fluency in Spanish language is desired.
- Ability to communicate well verbally and in writing, and to keep accurate and complete records.
- Basic computer skills including Windows operating system, e-mail, word processing and data entry.
- 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.
- Requires Reliable Transportation; Valid driver's license and auto insurance if reliable transportation is by personal automobile.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

- 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.

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- Must have eye-hand coordination and manual dexterity sufficient to operate a computer keyboard, telephone, photocopier and other office equipment.
- Must have 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.

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 is 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.