JOB ANNOUNCEMENT

POSITION TITLE: Bilingual Behavioral Health Provider (MHSUC)

DEPARTMENT: Mental Health and Substance Use Connections

POSITION NUMBER: 53-016

HOURS: Regular Part-time
20 hours per week (.5 FTE)
May require occasional evening or weekend hours.

STARTING SALARY: $30,000 per year DOQ

POSITION GRADE: Grade 10

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
Ft. Collins, CO 80524

Fax: 970-221-7165 (Attn.: Search Coordinator)

Email: searchcoordinator@healthdistrict.org

To receive full consideration, materials should be received by Wednesday, August 5, 2020. Position will remain open and applications accepted until filled.

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 two years of employment

  - Addiction counseling certification (CAC II or higher), or willingness to pursue certification
Experience
- A minimum of two years clinical experience in a behavioral health setting

Knowledge, Skills and Abilities
- Bilingual skills written and oral (English/Spanish)
- 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
- Experience and/or training in case management
- Experience in coordinating clients’ mental health service plans and services with other community agencies and providers
- Familiarity with and demonstrated ability to plan and use effective clinical interventions with clients
- 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
- Knowledge of and experience with strength-based models and interventions
- Familiarity with current best practices in mental health and substance abuse treatment
- Familiarity with current psychotropic medications and their indications
- 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 and incorporate their relevant needs into clinical practice
- Ability to develop and maintain positive, productive relationships with agencies, therapists, co-workers, and clients
- Excellent organizational skills
- Ability to communicate effectively in person and in writing
- Ability to work both cooperatively and independently
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- Ability to work in an unpredictable, often fast-paced, on-call environment
- Ability to work with clients from a wide range of personal and cultural backgrounds, many of whom are severely and persistently mentally ill, actively abusing or have a history of abusing substances
- Ability to maintain professional, positive, productive relationships
- Ability to communicate well verbally and in writing, and to keep accurate and complete records

Special Consideration Will Be Given For:
- 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
- Experience as a clinical supervisor
- Extensive knowledge of local mental health systems and referral sources
- Addiction counseling certification
- Knowledge, experience, interest, and/or skills in harm reduction and motivational interviewing
- Experience and training in group psychotherapy and/or psychoeducational groups

- Technology Skills
  - Basic computer skills including Windows operating system, email, 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.
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- 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**
REPORTS TO Behavioral Health Provider Supervisor

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

The Behavioral Health Provider is often the first person a client talks to when considering mental health help. 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, 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.

   b) Performs risk assessment and assessment for holds.

   c) Performs screenings for various mental health concerns.

2) Mental Health Information
   a) Utilizes information and referral resources in order to research and provide information on mental health topics, disorders, and treatments.

3) Referral
   a) Utilizes information and referral resources in order to research possible options, and refer clients and providers to appropriate mental health, substance abuse, 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.
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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
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.

7) Follow-Up
a) Contacts clients after providing specific service to determine follow-through with plan, barriers encountered, additional client needs, and client suggestions for improvement of services.

b) Provides outreach to clients who have not followed through with services, or who no-showed for an appointment.

8) Connection to Low-Cost Services
a) Assesses appropriateness for Connections low-cost counseling program or other community sliding fee services.

b) Does client intake and referral.

9) Psychiatric Medication Referral Program
a) Works with Pro Bono therapists to make referral of clients to contracted psychiatrists for short-term medication evaluation and monitoring.

b) Provides care coordination for psychiatric patients.

10) Administrative
a) Assists the Director of Connections/CAYAC in the development of operational procedures and protocols.

b) Responds to requests for information from the public.

11) 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.
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d) May supervise other clinical employees with the approval of Director of Connections/CAYAC.

e) Performs other duties as assigned by Director of Connections/CAYAC, Community Impact Director and/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.