



JOB DESCRIPTION

Job Title: Behavioral Health Specialist
Department: Physician Practice – Primary Care and Pediatrics
Reports To: Practice Director
FLSA Status: Non-Exempt

SUMMARY OF JOB:

Responsible for providing behavioral health support, resourcing and coordination of care within primary care and pediatric clinics utilizing an integrated model of care. Educates patients about behavioral health issues and treatment options; provides behavioral activation; monitors behavioral health symptoms and response to medication and/or psychotherapy using structured instruments. Works closely with the primary care provider, care management team and external mental health resources in the community to revise the treatment plan when patients are not improving. Offers a brief course of counseling for depression and other behavioral health issues when indicated.

RESPONSIBILITIES:

Colorado West Healthcare System expects job performance to be consistent with its mission and believes that each Employee contributes to improve performance by continuously searching for ways to increase efficiencies and enhance fiscal performance and viability.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

(The following statements are illustrative of the essential functions of the job and do not include other non-essential or marginal duties that may be required. Community Hospital reserves the right to modify or change the duties or essential functions of this job at any time. All responsibilities may not be performed by all incumbents.)

1. Conducts assessment of patients for financial, psychological, social, spiritual needs utilizing standard behavioral health and social determinants of health tools and development of goals.
2. Participates in integrated behavioral health within primary care, including co-visit assessment providing focused brief counseling as needed.
3. Consults with patient and primary care provider about treatment options and preferences; coordinates initiation of treatment plan. Works with interdisciplinary team to formulate and implement care of patient using insight, limit setting, goal setting and other techniques as appropriate. Applies knowledge of psychiatric medications and ability to evaluate responses.
4. Uses behavioral health activation techniques with patients as an adjunct to other treatments

5. Provides evidenced-based, brief structured psychotherapy or interventions and refers to external psychiatric programs as necessary.
6. Coordinates and facilitates communication between the patient, primary care provider and care management team and external psychiatric and community resource teams, provides recommendation and support for treatment plan development and change.
7. Assesses financial barriers to care. Refers patients to appropriate financial assistance programs: disability/social security/grants. Assists with applications for insurance, Medicaid, drug assistance programs, etc.
8. Addresses work related and health insurance issues including assistance with completion of necessary forms.
9. Provides crisis intervention and immediate referral to appropriate setting as indicated.
10. Coordinates with inpatient discharge planner for continuity of care.
11. Documents all encounters in the Electronic Medical Record in a timely manner according to organizational policies and procedures. Monitors outcome measurements. Applies knowledge of state statutes criteria pertaining to involuntary holds, seclusion and restraints.
12. Participates in process improvement teams. Provides expertise for behavioral health for practice transformation and integrated primary care programs across Grand Valley Primary Care and Pediatrics.
13. Attends team and provider/practice huddles.
14. Attend learning collaboratives and online education for integrated behavioral health in the community and state.
15. Member of Behavioral Health program within Community Hospital and Community Medical Group (physician practices). Participates in call rotation as needed.
16. Other duties as assigned.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Master’s Degree in Social Work or Counseling and at least one (1) year of related experience. Experience working with chronically ill or complex patients – pediatric through geriatric – in a primary care setting preferred.

Position requires candidates to be licensed by DORA in one of the following:

Licensed Social Worker (LSW)

Licensed Clinical Social Worker (LCSW) or MSW with ability to complete LCSW within 2 years

Licensed Professional Counselor (LPC)

Licensed Marriage and Family Therapist (LMFT)

LANGUAGE SKILLS

Must be able to read and write English. Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from supervisors, patients, patient's family and other employees of the organization.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

REASONING ABILITY

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

COMPUTER SKILLS

To perform this job successfully, an individual should have general computer literacy skills and knowledge of Microsoft Office applications.

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.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel and reach with hands and arms. The employee frequently is required to stand; walk; and stoop, kneel, crouch, or crawl. The employee is occasionally required to climb or balance and taste or smell. The employee must regularly lift and/or move up to 15 pounds, frequently lift and/or move up to 25 pounds, and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and ability to adjust focus quickly.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

HIPAA:

Ensures and adheres to strict confidentiality when handling patient information, according to the HIPAA Privacy Act and hospital policy and procedure regarding confidentiality. Complies with all hospital information security practices.

Has knowledge of and adheres to all compliance regulations, policies and procedures.

Final Section I understand that my employment is for an indefinite period of time and that his facility can change wages, benefits, and conditions of employment at any time.

Employee Name & Signature

Date

Supervisor Name & Signature

Date