

JOB DESCRIPTION

POSITION TITLE:	Behavioral Health Consultant
LOCATION:	HOPE Clinic - Main
REPORTS TO:	Medical Director
EDUCATION:	Licensed LMFT, LPC, LCSW, Psy.D. or Ph.D
WORK EXPERIENCE:	Experience as a behavioral health clinician or completed training/course work in integrated care - preferred; experience in medical setting or team-based care preferred
SALARY RANGE:	Depends on Experience
FLSA STATUS:	Exempt
POSITION TYPE:	Full-time
LANGUAGE:	Bilingual (Spanish/Burmese/Chinese/Arabic/Vietnamese) Preferred

HOPE Clinic is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including but not limited to disability, race, creed, color, age, sex, religion, political or other opinion, national or social origin, etc.

JOB SUMMARY:

Operates as a behavioral health consultant (BHC) on the medical team utilizing the Primary Care Behavioral Health (PCBH) model of care. Acting as a generalist, the BHC sees patients of all ages and with wide ranging medical, behavioral health and behaviorally influenced conditions. As a fully integrated member of the primary care team, the BHC provides episodic behavioral health services and interventions to a high volume of patients.

MAJOR DUTIES & RESPONSIBILITIES:

- Prioritize and provide on-demand visit as well as manage scheduled visits to individuals, couples, and/or family adhering to the norm of a fast-paced primary care environment;
- Utilize therapeutic modalities that match the fast-paced primary care environment such as behavioral and cognitive behavioral modalities, solution focused brief therapy, motivational interviewing, etc.
- Provide consultation to and coordinate care of patients with health center primary care staff;
- Consult with PCPs in real-time to enhance understanding of the patient, provide decision support for treatment planning and assist in the implementation and monitoring of biopsychosocial treatment plans;
- Close all charts within forty-eight (48) hours of visit - ability to do concurrent/concordant charting/typing; including assessments, progress notes, and billing;

- Participate in after-hours call schedule;
- Be flexible to work between sites;
- Assist in provider training and education in integrated behavioral health-primary care model;
- Participate in behavioral health quality improvement activities;
- Participate in local behavior health trainings and conferences;
- Make appropriate referrals for patients, including psychiatric (within or outside of HOPE Clinic);
- Participate in case staffing and administrative meetings;
- Participate in clinical supervision, and seeks peer consultation as needed;
- Abide by HOPE Clinic's and departments' policies and procedures;
- Attend on-site/off-site community engagement activities and on-site/off-site clinic events as needed;
- Perform other duties as assigned to support HOPE Clinic's Vision, Mission, and Values.

QUALIFICATION REQUIREMENTS:

- Licensed LMFT, LPC, LCSW, Psy.D. or Ph.D;
- Current license to practice in Texas;
- Valid driver's license and reliable transportation;
- Abide by respective licensing board Code of Ethics.

TRAVEL REQUIREMENTS:

- Ability to travel to satellite sites and/or off-site locations for events or training as needed;
- Proof of liability and property damage insurance on vehicle used is required.

EDUCATION and/or EXPERIENCE:

Licensed LMFT, LPC, LCSW, Psy.D. or Ph.D, with a minimum 2 year experience as a behavioral health clinician, previous work in medical setting or team-based care preferred and current license to practice in Texas.

LANGUAGE SKILLS:

Bilingual (Vietnamese, Chinese, Arabic and/or Spanish with English) is preferred.

OTHER SKILLS and ABILITIES:

- Strong clinical and assessment skills, cultural competence;
- Competency in providing cognitive and behavioral interventions to children, adolescents, and adults;
- Excellent interpersonal skills and ability to work collaboratively with primary care staff, patients, and other behavioral health clinicians.
- Thorough knowledge of current versions of DSM and ICD.
- Excellent customer service skills.
- Strong case conceptualization skills in behavioral and cognitive behavioral modalities;
- Excellent computer skills.

LEADERSHIP RESPONSIBILITIES:

No supervisory or direct people management responsibilities. May provide occasional work guidance, technical advice, and training staff.

WORK COMPLEXITY/INDEPENDENT JUDGEMENT:

Work tasks are complex, non-routine, non-structured and guided by established policies and procedures. Independent clinical judgment is required outside of making basic choice in the selection and application of established methods. The job received frequent, ongoing supervision.

COMMUNICATION/INTERACTIONS:

Information sharing - gives and receives information such as options, technical direction, instructions and reporting results. Interactions are with patients, own supervisor, coworkers in own and other departments and the communities outside of HOPE Clinic.

IMPACT OF DECISIONS:

Follow rules and procedures. Decisions can greatly affect individual patients. Errors may not be readily detected so one must assess the situation carefully. If error is detected, immediate corrective action is needed.

PATIENT RELATIONSHIPS:

Follow through with patient inquiries, requests and complaints. Refer patients for more difficult and non-routine inquiries or requests to appropriate level for resolution.

AMERICANS WITH DISABILITIES SPECIFICATION:

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 stand, sit, talk, hear, stoop, kneel, and use hands and fingers to operate a computer and telephone keyboard reach;
- Specific vision abilities required by this job include close vision requirements due to computer work; Ability to uphold the stress of assisting patients of diverse backgrounds;
- Regular, predictable attendance is required;
- Must have the ability to lift up to 50 lbs

WORKING/ENVIRONMENTAL CONDITIONS:

Work is normally performed in a typical health clinic work environment which may or may not subject the employee to hazardous or unpleasant elements, noise, crowds, confined/restricted but fire hazard approved desk spaces/rooms and varying temperatures at the clinic. There may be occasional off-site/outdoor assignments with exposure to heat/cold, wet/humid, dry/arid airs or temperatures.

HOPE Clinic is a smoke-free and drug-free workplace in compliance with federal guidelines.

This is to certify that the job description has been discussed and that I understand that the above mentioned is my position at HOPE Clinic.

Signature

Date

Full Name - Printed