



Job Title: BEHAVIORAL HEALTH THERAPIST
Department(s): Provider
Position Summary: Provides psychological assessment, diagnosis and non-pharmacological treatment to patients of all ages with a wide range of mental health conditions. Works with the Medical Director and a health care team including MDs, NPs, RNs, PAs, CNMs, MAs, and LADC. Independent responsibility and accountability in decision-making.

Supervision Received: Medical Director and Behavioral Health Therapist/Lead

Supervision Exercised: None

Hours/Week 24 Full-Time Part-Time Exempt Non-Exempt

FLSA Definition:

ESSENTIAL FUNCTIONS:

- Assesses and diagnose patients utilizing specialized knowledge, skills and assessment tools
- Develops patient care/treatment plans based on defined area of clinical expertise, risk and overall patient care complexity
- Work with clients who have co-occurring disorders, including those on Suboxone
- Identifies desired patient outcomes, evaluate and monitor patient’s outcome and response to care
- Plans, implements and conduct patient/family education, as appropriate
- Documents patient care in the clinical record, communicating significant changes in patient status and treatment goals
- Assists providers/patients with acute mental health needs outside of scheduled appointments, when needed, consistent with current integrated behavioral health models.
- Consults with supervisory, care team and consultants, as needed and required
- Contributes to the efficiency and effectiveness by participating as an active member of the patient care team
- Participates in QI and quality assurance activities in clinical care areas

CORE REQUIREMENTS:

- Works collaboratively and respectfully with staff and others—individually and as part of a team—to achieve optimal efficiency, outcomes and morale
- Demonstrated cultural competency, including but not limited to: race and ethnicity, socio-economics, nationality, and religion
- Maintains excellent and punctual attendance

- Attends and actively participates in staff and departmental meetings
- Attends agency functions and meetings as relevant or required
- Works at any or all NHS clinics, as needed
- Uses computer daily including e-mail, word documents, spreadsheets, patient management system, electronic health record, and patient portal, as needed to carry out essential job functions
- Maintains any required licensure/certification
- Demonstrates commitment to agency mission and goals
- Abides by corporate compliance program, HIPAA regulations and other agency policies and procedures
- Participates daily in pre-visit planning and huddles (RN, Provider, Medical Assistant, Front Desk)
- Utilizes Patient Portal to access patient information and communicate with patients, as relevant
- Plans, organizes, and multitasks
- Speaks, understands, reads and writes English sufficiently to carry out all essential duties
- Performs other duties as assigned

QUALIFICATIONS:

- Current Minnesota license as an LPCC, LMFT, LICSW or LP
- Master's degree or higher in psychology, counseling, social work, or marriage and family therapy
- Minimum of two years' direct patient care; experience in a primary care setting preferred
- Demonstrated competence in independent clinical practice
- Team care model experience, patient-centered care philosophy, experience in providing care in multicultural practice setting required
- Proficient in use of computer hardware and software to document clinical care, and in use of Microsoft office applications
- Spanish language fluency is a plus
- Knowledge of:
 - assessment, planning, implementation and care coordination in mental health
 - standards for care/treatment plan development
 - patient rights principles
- Skill in:
 - diagnosing patient conditions
 - interpreting findings from clinical evaluation and diagnostic tests
 - risk assessment and intervention

Attachments

- Physical and Mental Requirements
- Work Environment