



**Job Title:** BEHAVIORAL HEALTH THERAPIST – BILINGUAL SPANISH  
**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:** Behavioral Health Manager

**Supervision Exercised:** None

**Hours/Week** 32  Full-Time  Part-Time  Exempt  Non-Exempt

**FLSA Definition:**

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**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 both Spanish and 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, both written and oral
- 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