

## **Integrated Behavioral Health Provider Position Description**

### **POSITION SUMMARY:**

The behavioral health provider position is a core member of the healthcare team, collaboratively working with medical providers, nurses, medical assistants, receptionists and other members of the organization. The behavioral health provider provides assessment and treatment services to patients of organization X with behavioral health needs. The behavioral health provider is considered an expert in BH, and as such provides formal and informal consultation, training and support to the healthcare team and other staff and providers in the area of behavioral health.

### **FOUNDATIONAL ORIENTATION:**

- Supports the mission, vision and values of (organization X) by collaboratively developing and communicating the vision for whole person care at (organization X), to patients, their families, and co-workers.
- Models the principles and practices of evidenced based communication, including skillful listening, displaying a willingness and ability to acknowledge the needs, expectations and values of others through the use of reflective listening and other empathy conveyance techniques.
- Models empathy and compassion for clients and their families, especially those with historically stigmatized conditions, such as chronic pain, addictive disorders, severe mental health conditions, homelessness and maladaptive behaviors such as anger problems, through the use of non-stigmatizing speech (in communicating directly *with* patients or *about* patients), skilled empathy conveyance and professionalism in the face of difficult interactions, and promoting a spirit of understanding and compassion.
- Consistently contributes to creating and maintaining a supportive, compassionate and encouraging work atmosphere for colleagues and co-workers.
- Models and supports autonomy, self-efficacy and empowerment of co-workers and colleagues.
- Understands the overarching importance of the therapeutic alliance, and relationship-based care.
- Has a perspective of cultural humility and curiosity.
- Has a perspective of an equity mindset and practices.
- Knowledge of racism-based health disparities and mitigation, awareness of implicit bias and a willingness to continue to learn and mitigate bias.
- Has willingness, knowledge and skills in providing care via phone and video

### **FOUNDATIONAL RESPONSIBILITIES and DUTIES**

- Provides treatment to patients of (organization X) with behavioral health needs, including: assessment, diagnosis, therapeutic interventions, short term therapy, long term therapy, coaching, referrals and case management.
- Skillfully engages patients and their families in their own healthcare and wellbeing, using strategies to increase their motivation and desire for improved wellbeing.
- Collaboratively develops flexible scheduling practices in order to best meet patients' needs, including a mix of scheduled appointments, unscheduled 'warm-hand offs'; and unsolicited 'check -ins'.
- Shares knowledge and expertise in an accessible, respectful and friendly manner with co-workers and colleagues, both in informal and formal learning activities.
- Collaboratively develops multi-disciplinary work flows, clinical pathways, and other practices, to maximize the benefits of team care for patients.

### **MINIMUM QUALIFICATIONS**

- Must be a Associate Clinical Social Worker (ASW), Licensed Clinical Social Worker (LCSW), a licensed Marriage and Family Therapist (LMFT), or a licensed psychologist, with valid California State License and Registration
- Excellent communication, interpersonal and relational skills
- Ability and desire to work both independently and as a core member of a team
- Flexibility, adaptability and high tolerance for ambiguity
- Able to effectively communicate about behavioral health philosophies, principles, conditions, treatments and needs, to both patients and staff, to promote understanding and decrease stigma.

### **DESIRABLE QUALIFICATIONS**

- Familiarity with local resources
- Experience working with populations with varying ethnic and cultural backgrounds and economic status
- Advanced Spanish speaking skills
- Experience working in non-traditional mental health settings, and with non-traditional scheduling practices
- Experience working as a member of a multi-disciplinary team
- Prior experience working in a shared electronic medical record

### **DESIRABLE QUALIFICATIONS in CLINICAL ORIENTATION:**

Understanding that the therapeutic alliance is trans-theoretical, and is of overarching importance, outweighing any individual therapy technique, the following are desirable areas of clinical experience and competency for the position:

- Experience and comfort in providing assistance in difficult conversations, escalations, and other complex interpersonal situations
- Highly trained in Motivational Interviewing
- Experience in treating substance use disorders and other addictive disorders
- Experience as a BH generalist: competent and comfortable treating children, adolescents, adults, the elderly; those with mild or moderate BH needs, as well as those with more severe mental illness.
- Experience ability to use multiple strategies and techniques, such as Cognitive Behavioral Therapy, Dialectical Behavioral Therapy, Seeking Safety, Problem Solving Therapy, Acceptance and Commitment Therapy, Solution Focused Therapies, etc., in order to better individualize patient intervention.