**Appendix C5:**

**Job Description: Behavioral Health Clinician**

**As a Behavioral Health Clinician, you will work closely with youth clients and families, school health care staff; and other agencies to meet clients’ multiple clinical and non-clinical health and wellness needs.**

**This position works primarily with youth and families; behavioral health, medical, and other health care staff; and other agencies to meet clients’ multiple clinical and non-clinical health needs. Responsibilities include clinical intakes, assessments, medical department consultation, and crisis services. It is active in developing, supporting, and implementing the Wrap-around philosophy with its individualized, strengths-based, culturally-competent, and family-centered approach. Per organizational need, excellent communication both written and verbal in English and Spanish is preferred for this role.**

**Major Areas of Responsibility include but are not limited to:**

**Clinical Duties**

* Provide culturally proficient, treatment plan driven, behavioral health therapy for clients and their families. Clients will include children, adolescents, adults, and families who have been exposed to trauma and present with a wide range of behavioral health issues, and services may be performed on or off-site.
* Conduct behavioral health intakes and assessments in accordance with professional expectations, including biopsychosocial, cultural, diagnostic, and crisis/risk evaluations for the full spectrum of psychological conditions. Includes scheduled appointments, “warm handoffs,” and walk-in services.
* Conduct full clinical intakes. Intakes may involve and are not limited to scheduling; eligibility screens; providing program information; receiving member informed consent; facilitating behavioral health screens, risk assessments, safety plans; and making referrals as appropriate.
* Provide case management and service linkages, including facilitating urgent or emergency service referrals to medical/psychiatric staff/agencies, mobile crisis services, and the police.
* Work as part of a multi-disciplinary team and work closely with Nurse Practitioner, Program Manager, school faculty and on-site community partners to exchange referrals and provide integrated health care.
* Create, review, and update individualized treatment plans that are client driven, strengths-based, informed by recognized best practices, modified based on clinical need and client priority, and supportive of the integrated health team’s plan of care.
* Perform all clinical services under licensed clinical supervision. Participate in required administrative, clinical, and educational/training meetings including clinical case assignment conferences, rounds, team huddles, site Coordination Of Services team meetings (COST) and supervision meetings. This includes presenting and discussing case material.
* Coordinate and network with other agencies on clinical services, activities, and trainings.
* Document and track service activities in electronic health record systems and other data management systems as required in a thorough, accurate, secure, and submit within 72 hours of service delivery, in accordance with agency policy and procedure. Support all evaluation and data reporting requirements (including, as needed, introducing evaluation activities to families, attaining consent for participation in evaluation, and gathering baseline and follow-up data through the administration of questionnaires).
* Actively contribute to quality assurance and improvement (QA/QI) projects and initiatives.
* Ensure maximal quality of services and compliance with the mission and strategic goals of the organization, federal and state laws and regulations, agency policy and procedure, accreditation standards, applicable professional standards, and supervisor/team expectation and/or assigned duties. This includes maintaining current professional knowledge and skill..

**Program Support**

* Participate in and perform regular chart reviews.
* Provide project support for youth trauma-informed services projects, such as implementation reporting, sustainability planning, evaluation support, and training/webinar planning & participation.
* Ensure meaningful participation by family, youth, and community members in prevention and evaluation processes via design, interpretation, and dissemination of findings in the context of clinical work or otherwise as indicated.
* Engage in youth-oriented initiatives as needed to advance program development and expansion.
* Safety: Responsible for ensuring that all duties, responsibilities and operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves

**General Duties**

* Member Care: Demonstrate understanding and apply working knowledge of safety policies and ensuring safe member practices.
* Employee Safety: Safely performs all duties; follows required protective protocols to ensure personal safety as well the safety of others.
* Must maintain compliance with ergonomic safety standards; be mindful of posture and regularly practice ergonomic stretches.
* Actively participate in internal quality improvement teams and work with members proactively to drive quality improvement initiatives in accordance with the mission and strategic goals of the organization, federal and state laws and regulations, and accreditation standards, when assigned.
* Work well under pressure, meet multiple and often competing deadlines.
* At all times demonstrate cooperative behavior with supervisors, subordinates, colleagues, clients and the community.
* Other duties as assigned by Supervisor or Director.

**Minimum Job Requirements**

**Knowledge**

* Thorough knowledge of culturally sensitive therapeutic principles and practices in behavioral health treatment, including case management, individual and group counseling techniques, diagnosis, and treatment of a broad spectrum of mental illness.
* Experience and knowledge of counseling families and individuals with co-occurring disorders.
* Knowledge about system of care and wraparound philosophies and practice, community-based services and supports with an orientation to family-driven, youth-guided and culturally relevant systems and services.
* Expertise with Windows 2000, Microsoft Office, Excel and Word.

**Abilities**

* Per organizational need, written and verbal communication in both English and Spanish is preferred.
* Excellent teamwork, interpersonal, and both written and verbal communication skills.
* Must be well-aware of one’s own limitations, and know when to seek help from others. Must have high integrity and be able to exercise sound judgement.

**Experience and Other Certifications**

* A Masters in Social Work working towards licensure registered with the CA Board of Behavioral Science.
* Training in youth- and trauma-focused evidence-based practices (e.g., TF-CBT, CBITS, ITCT-A, motivational interviewing) (preferred, not required).
* Must meet standards of character under PL 101-630, section 408, Character Investigation, subsection (a) and PL 101-647, section 231, Requirement for Background Check, subsection (c), and agree that employer can contact the last two employers, the sex abuse detective division of local law enforcement and Child Protective Services of the last two counties in which the person has lived or worked to inquire as to the suitability of the person to work with children..

**Full-Time/Part-Time**Full-time

**Salary Range** Per Hour