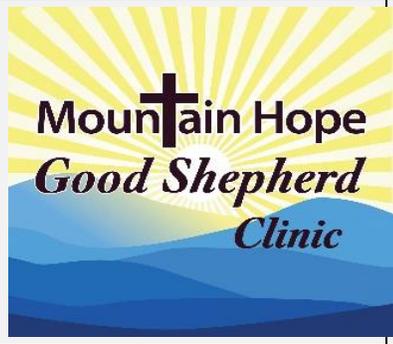


Job Title:	Behavioral Health Consultant/LCSW	
Reviewed:	8/21	Revised:

**SUMMARY**

The position will start at 90% clinical time, with focused effort in implementing the primary care behavioral health model of care within the clinic. This blended model of care will provide point of care behavioral interventions to the primary care population. This role includes the detection and intervention of a broad spectrum of behavioral health needs with the aim of early identification, quick resolution, long-term prevention and wellness.

**ROLE AND RESPONSIBILITIES**

Promote the mission, vision, and values of the organization

- Maintains a visible presence in the clinic
- Provides consultation and same day feedback to the primary care team
- Is available for same day and scheduled consultations with patients/providers
- Performs follow-up visits and conducts brief therapy
- Provides a range of services including screening for common conditions, assessments and therapeutic interventions
- Conducts risk assessments and crisis intervention
- Provides psycho-education for patients during individual visits
- Provides brief behavioral and cognitive behavioral interventions for patients
- Triage patients with severe or high-risk behavioral health problems and refers patients to community resources or specialty behavioral health services
- Documents progress notes in the health record outlining assessment findings, interventions delivered and recommendations made to the primary care team
- Assist in the development of clinical pathways
- Maintains clinical records and other necessary paperwork in a timely manner to comply with all administrative regulations
- Provides assistance in capturing program evaluation and fidelity measures as needed
- Participates in education and training of care team members, medical residents, and other learners as requested
- Leads in the enhancement of blended behavioral health services within the primary care clinic including workflow, program development, and provider training
- Provides site-based supervision to MSW or other students as needed

**Notes:**

This position involves a high degree of clinical complexity and advanced skill level in delivering evidence-based interventions targeted to improve wellbeing for a variety of patients across the lifespan. In addition, the Behavioral Health Consultant will coordinate the team’s response to social determinants of health, identifying resources and establishing process for disseminating those to patients in conjunction with the Health Coach and/or Community Health Worker.

The Behavioral Health Consultant will function as a core member of the primary care team, working within established workflow practices and procedures with minimal supervision. This position will be able to conduct quality improvement processes.

## **QUALIFICATIONS**

### **EDUCATION AND EXPERIENCE:**

- Currently Licensed Clinical Social Worker in the state of Tennessee.
- Experience in behavioral health counseling and brief short-term therapy strategies and case management is required.
- Experience in documenting clinical activities in a comprehensive, clear, concise fashion on a same day basis.

### **Knowledge, Skills and Abilities:**

#### **Knowledge:**

- Thorough knowledge and understanding of patient-centered medical home principles, motivational interviewing skills and evidence-based short-term therapy strategies
- Knowledge of the principles and practices of behavioral health consultation, including assessment, diagnosis, treatment planning, cognitive-behavioral counseling strategies and their application to population-based care for preventive and chronic care issues
- Comprehensive understanding of the interrelationship between medical and psychological systems and their impact on health

#### **Skills:**

- Skill in efficiently organizing time so that unscheduled, same day services are routinely available to care team members
- Skill in developing effective working relationships with peers, supervisors and professionals in related disciplines
- Strong written and verbal communication skills

#### **Abilities:**

- Ability to maintain confidentiality in regard to patient care information and chart contents as use of patient record and privacy of individuals must be protected to the fullest
- Ability to maintain documentation in compliance with the State, Federal, professional and Ethical guidelines
- Ability to use assessment information and collateral information to conceptualize patient psychopathology
- Ability to manage complex personal interactions
- Ability to exercise sound judgment in appraising situations and making decision regarding complex physical and behavioral health treatment issues in consultation with the primary care teams
- Ability to use assessment information and collateral information to conceptualize patient psychopathology
- Ability demonstrated to act with minimal supervision on personal initiative using sound clinical judgment

#### **Computer Skills:**

The successful individual should have experience working on a computer and a working knowledge of Word Processing Software, electronic Health records, and spreadsheet design.

#### **Certificates and Licenses:**

- Currently licensed in the state of Tennessee as a Licensed Clinical Social Worker
- CPR certification, successful completion in Title VI, HIPPA, and OSHA training

#### **Physical Demands:**

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 essential functions while performing the job of this job:

- Stand or sit for extended periods of time; push, pull and reach; occasionally bend, stoop and stretch
- Have full range of body motion
- Have the hand-eye coordination and manual dexterity needed to operate a keyboard, photocopier, telephone, calculator and laptop
- Have a normal range of hearing and eyesight to record, prepare and communicate appropriate reports, and the ability to focus
- Occasionally lift and carry up to 20 pounds