

COMMUNITY HEALTH PARTNERS, INC.

Community Health Partners (CHP) believes that each employee makes a significant contribution to our success. That contribution should not be limited by the assigned responsibilities. Therefore, this position description is designed to outline primary duties, qualifications and job scope, but not limit the employee nor CHP to just the work identified. It is our expectation that each employee will offer their services wherever and whenever necessary to ensure the success of our endeavors.

Job Title: Behavioral Health Consultant
Position Status: Exempt
Effective Date: 2/2022
Reviewed By: Medical Director

SUMMARY:

The Behavioral Health Consultant (BHC), as part of the primary care team, provides behavioral health consultation to children, adolescents, adults and families in order to improve psychosocial function. The BHC position serves CHP sites in Livingston, Bozeman, and Belgrade. Supervision is under the Lead Behavioral Health Consultant.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Provide comprehensive assessment and diagnosis of behavioral health clients.
2. Provide effective treatment planning and assisting clients in successfully achieving goals.
3. Evaluate crisis situations and apply appropriate interventions.
4. Actively participate in meetings that support CHP's integrated health care model to provide comprehensive care for clients.
5. Assist in the detection of "at risk" patients and development of plans to prevent further psychological or physical deterioration.
6. Assist the primary care team in developing care management processes such as the use of guidelines, disease management techniques, case management, and patient education to improve self-management of chronic disease.
7. Provide assessment, consultation, and brief intervention for psychological/psychiatric problems and/or disorders.
8. Teach patients, families, and staff care, prevention, and treatment enhancement techniques.
9. Monitor the sites' behavioral health program, identifying problems related to patient services and making recommendations for improvement.
10. Meet provider productivity expectations of 25 individual patient billable encounters per week for a 1.0 FTE employee, to be prorated for alternate FTEs.
11. Participate in problem solving and Continuous Quality Improvement (E2) and risk management activities by applying LEAN principles, engaging in Patient Centered Medical Homes and Meaningful Use recognition programs and working to implement patient centered communication skills.
12. Serve as a member of committees as requested.
13. Participate in evaluation of peers and support staff.
14. Document all patient visits in the interest of the patient – primarily for the overall record of the development of a treatment plan. Ensure that patient charts are completed according to behavioral health standards with signature within 6 days of date of service so that all encounters can be billed on the 7th day.
15. Further the mission of CHP through active support of the strategic goals.

16. Ability to report to work as scheduled and work a flexible schedule when needed which may include travel to other sites.

Skills and Attitudes

1. Experience working with limited resource population.
2. Ability to work with grace under pressure.
3. Ability to work in a team and to share responsibilities and duties.
4. Ability to resolve interpersonal conflict in a straightforward and timely manner.
5. Ability to set priorities, be organized, and be a self-starter.
6. Ability to be friendly, empathic, and an adept communicator.
7. Ability to treat both staff and patients with respect.
8. Ability to navigate technology efficiently.
9. Ability to gracefully accept and respond to feedback.

Essential Physical Requirements

	Occasionally (1%-33% of day)	Frequently (34%-66% of day)	Continuously (67%-100% of day)
Sitting		X	
Standing	X		
Walking	X		
Speaking/Hearing			X
Seeing			X
Hand/Wrist Work (ie. Keyboarding)		X	
Pushing/Pulling	X		
Fine Manipulation	X		
Grasping		X	
Reaching	X		
Bend	X		
Kneel	X		
Squat	X		
Lift 1-10 lbs	X		
Lift 11-20 lbs	X		
Lift 21-50 lbs	X		

*Ordinary ambulatory skills needed to visit all CHP sites.

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 the essential functions.

Job Qualifications:

- Masters Degree in Social Work or PhD in Clinical Psychology.
- Excellent working knowledge of behavioral medicine and evidence-based treatments for medical and mental health conditions.
- Ability to work through brief patient contacts as well as to make quick and accurate clinical assessments of mental and behavioral conditions.
- High level of comfort with the pace of primary care, working with an interdisciplinary team, and have strong communication skills.
- Ability to work through brief patient contacts, including via telephone and teleconferencing.
- Good knowledge of psycho-pharmacology.
- Ability to design and implement clinical pathways and protocols for treatment of selected chronic conditions.

EDUCATION and/or EXPERIENCE:

- Masters in Social Work or PhD in Clinical Psychology

CERTIFICATES, LICENSES, REGISTRATIONS:

- Current Montana licensure OR Pre-licensed as a Licensed Clinical Social Worker or Licensed Clinical Psychologist

I have read the above job description and have had all my questions answered.

Name: _____

Date: _____