JOB DESCRIPTION

SENSITIVE

Job Title:	**Behavioral Health Clinician-Men's Path**
Dept./Division:	**Behavioral Health/Centered Spirit Program**
Unit:	**Men's Path**
Job Family/Class:	**Behavioral Health Clinical Series**
Supervised By:	**Men's Path Program Manager**
Employee Type:	**Salary**
Pay Grade:	**G**

NATURE OF WORK:

The Behavioral Health Clinician performs licensed clinical activities for consumers. The incumbent conducts assessments, performs diagnoses, evaluations, provides direct counseling/therapy, crisis intervention, write treatment plans, conducts home visits and prepares progress reports.

ESSENTIAL FUNCTIONS:

- Perform counseling for Tribal members, evaluate needs of the consumer, write treatment plans and provide referrals; may provide urgent-care, crisis intervention counseling in the Men's Path Program.
- Provide consumer therapy for adults, including treatment for chemical dependence, domestic violence and mental health issues.
- Perform case management activities such as consulting with other departments and agencies to coordinate care for patients, make recommendations for outside treatment and participate in staff meetings to determine best treatment for patients.
- Perform comprehensive assessments of clients; determine level of care and diagnosis, coordinate client eligibility for outside benefit assistance and orients clients to new programs.
- Provide case management, individual, family and group therapy in multiple settings as appropriate (office, in-home services and school-based services).
- Coordinate services with other behavioral health components such as Domestic Violence, Child/Family Counseling Unit and other Tribal programs.
- Work with dual diagnosis issues, serious mental illness and general mental health concerns.
- Record all clinical contacts and completes all appropriate Arizona State enrollment forms, treatment plans, updates and closures.
- Enter and maintain clinical information and clinical notes into an electronic charting system in accordance with the Centered Spirit Employee Handbook.
- Attend meetings, staffing and community events as a representative of the department; report on activities and provide educational information about clinical services.
- Attend trainings to maintain licensure and ensure compliance with local, state and federal regulations.

- Provide on-call after hours, weekend crisis interventions on a rotation basis, urgent-care and same day appointments for the clinic on a rotation basis.
- Participate on the Treatment Team Review Meetings (TTR) as a member of the Interdisciplinary Treatment Team and TMDR, the Arizona State Behavioral Health Committees for Prevention, SMI or Children Services,
- Participate in community events and prevention activities as required by director.
- Perform other duties of a similar nature or level as requested by supervisor or director.

ESSENTIAL KNOWLEDGE AND SKILLS:

Knowledge of:

- Counseling practices and procedures;
- Interview and psychological assessment techniques;
- Management of behavioral health crises, including risk assessment, crisis intervention techniques, crisis resources and hospitalization protocols;
- Wrap-around treatment models;
- Applicable federal, state, local laws, rules and regulations;
- HIPAA requirements of Behavioral Health;
- Yaqui culture, customs, resources, traditions and a willingness to learn.

Skills in & Ability to:

- Provide consumer engagement, treatment planning and case management;
- Identify and use the appropriate clinical interventions based on the consumer's presenting problems using Diagnoses Models DSM-IV TR and the ICD-9/10;
- Provide counseling in an individual and group setting;
- Assess for imminent or potential lethal harm and intervene appropriately;
- Submit assessments, treatment plans, progress notes and other required clinical documentation accurately, on time and be able to track when updates are due;
- Work with dual diagnosis issues, serious emotional disorders (SED) and general mental health concerns;
- Manage workload, multiple priorities and administrative responsibilities with minimal supervision;
- Work effectively with a multidisciplinary team of providers within and outside of the department;
- Maintain confidentiality of information;
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals;
- Manage change and sensitive topics;
- Use computers and related software applications;
- Good communication and interpersonal skills as applied to interaction with co-workers, supervisor, management, council members and the general public. Ability to sufficiently exchange or convey information and receive verbal and written work instructions.

TRAINING AND EXPERIENCE:

Master's Degree in Social Work, Psychology, Counseling, Behavioral Health, or related field; and two (2) years of supervised clinical experience, plus be a Licensed Independent Substance Abuse Counselor (LISAC) or a Licensed Professional Counselor (LPC) or a Licensed Clinical Social Worker (LCSW) or Licensed Marriage & Family Therapist (LMFT) in any state.

And

- Certification as an ACCUDETOX Specialist through the National Acupuncture Detoxification Association preferred;
- Successful work history with Indian populations and or other ethnic groups preferred;
- Bilingual English/Spanish preferred, but not required;

LICENSING REQUIREMENTS:

- CPR and First Aid Certifications;
- Must possess and maintain a valid Arizona Driver's License;
- Current License as a LPC, LCSW or LMFT.

BACKGROUND CHECK:

- Must have a current Level 1 Arizona Clearance Card. Failure to maintain a current Level 1 Clearance Card will result in removal from this position.
- Must provide at least three (3) business related reference letters.
- Must pass a background check and drug test.
- Funding and sensitivity of position will determine fingerprinting requirement.

Applicants and employees may be subject to criminal background and character investigation in accordance with applicable federal laws including, but not limited to: Indian Child Protection and Family Violence Prevention Act (25 U.S.C. Section 3201), Minimum Standards of Character and Suitability for Employment (25 CFR 63), Section 231 of the Crime Control Act (P.L. 101-647), and Child Care Worker Employee Background Checks (42 U.S.C Section 13041).

TRIBAL VEHICLE USE POLICY NOTICE:

This position may require the use of personal, GSA or Tribal vehicle for Tribal business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. Use of a personal vehicle for Tribal business will be prohibited if the employee is not authorized to drive a Tribal vehicle or if the employee does not have personal insurance coverage. **Failure to maintain a driving record that would allow you to drive Tribal or GSA vehicles may result in removal from this position.**

PHYSICAL REQUIREMENTS:

Positions in this class typically require: finger dexterity, feeling, talking, hearing, seeing and repetitive motions. Incumbents may be subjected to chemicals, bodily fluids, disruptive people, a threatening environment and/or travel. If the Behavioral In addition, employee will be working with horses in outside weather conditions that are typical to Arizona.

Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

This position will require the incumbent to work non-traditional hours, nights and weekends.

This description is intended to be generic in nature. It is not intended to determine specific duties and responsibilities or restrict management's right to assign or reassign, direct the work of employees under their supervision. Essential functions may vary based on the specific tasks assigned to the position.

Review and Approved by:

Department Head and/or Designee	Date
H.R. Manager/Classification & Compensation	Date
Human Resources Director	Date