

UW HEALTH JOB DESCRIPTION

Behavioral Health Clinician Primary Care - In Training

Job Code: 840020	FLSA Status: Exempt	Mgt. Approval: B. Lonergan	Date: August 2021
Department: Behavioral Health		HR Approval: N. Lazaro	Date: August 2021

JOB SUMMARY

Reporting to the Behavioral Health Manager for Primary Care, the Behavioral Health Clinician In Training is responsible for providing brief, evidence-based behavioral health treatment to children and/or adults in a primary care setting. Responsibilities include assessment/intake, brief psychotherapy, case management, and related documentation. This position works collaboratively with other providers on a daily basis.

MAJOR RESPONSIBILITIES

1. Perform assessments to evaluate mental health related issues with guidance from leadership.
2. Determine the level of mental health treatment needed for each patient based on appropriate diagnostic and patient placement criteria with review from leadership.
3. Under supervision, conduct individual mental health counseling in alignment with evidence-based practice and clinical models in the treatment program.
4. Utilize the reporting workbench to manage a stepped care approach.
5. Arrange for and coordinate appropriate care for services that are not provided in the primary program.
6. Formulate and implement individualized, patient-centered treatment plans.
7. Ensure that each patient's rights are protected and that they are provided with appropriate interventions based on ability to participate, cultural concerns, and diagnostic impression.
8. Participate in learning opportunities as directed by leadership.
9. Participate as an active member of the clinical treatment team, including participating in case staffing and supervision sessions, collaborating to provide coverage for provider absences, sharing expertise and clinical impressions with team members, and attending staff meetings and trainings.
10. Maintain progress notes and other documentation required for the patient electronic medical record (EMR).
11. Provide feedback on clinical and diagnostic matters to management staff.
12. Participate in quality initiatives and utilization review activities as requested.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Master's degree in Social Work, Psychology, Counseling, Marriage and Family Counseling, or other Behavioral Health related field
	Preferred	
Work Experience	Minimum	One (1) year internship in a behavioral health setting
	Preferred	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> License eligible as a Licensed Professional Counselor-LPC, Licensed Marriage and Family Therapist-LMFT, or Licensed Clinical Social Worker-LCSW upon completion of supervised hours. License required within 2.5 years of hire.
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Knowledge of legal guidelines relating to mental health counseling Exceptional interpersonal and communication skills Excellent interviewing and assessment skills Strong ability to translate assessment information into a treatment plan Demonstrated success in working with a culturally diverse patient population and community Demonstrated ability in managing stress and crisis situations Knowledge of local, state, and federal community resources available to patients Ability to work independently Ability to maintain a high level of confidentiality

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AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
<input checked="" type="checkbox"/> Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:			

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.