

## UW HEALTH JOB DESCRIPTION

### BEHAVIORAL HEALTH THERAPIST

<b>Job Code: 840005</b>	<b>FLSA Status: Exempt</b>	<b>Mgt. Approval: C. Green / T. Carroll</b>	<b>Date: May 2023</b>
<b>Department: Behavioral Health</b>		<b>HR Approval: M. Grayson</b>	<b>Date: May 2023</b>

### JOB SUMMARY

Reporting to the Behavioral Health Supervisor, the Behavioral Health Therapist is responsible for providing alcohol, drug, and mental health evidence-based treatment to adults and adolescents, with the ability to make dual diagnoses. Responsibilities in an outpatient position include assessment, treatment planning, on-going individual and group therapy, case management, and related documentation. Responsibilities in an inpatient position include assessment, brief intervention, and referral. This position works collaboratively with other providers on a daily basis.

### MAJOR RESPONSIBILITIES

1. Perform assessments to evaluate Substance Use Disorder (SUD) and other mental health related issues.
2. Determine the level of SUD and mental health treatment needed for each patient based on appropriate diagnostic and patient placement criteria; formulate and implement individualized, patient-centered treatment plans; and provide appropriate interventions based on ability to participate, cultural concerns, and diagnostic impression.
3. Outpatient: Provide ongoing individual and group (SUD) and mental health counseling in alignment with evidence-based practice and clinical models.
4. Inpatient: Provide brief interventions and arrange for and coordinate appropriate referral to services in the community.
5. 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.
6. Maintain progress notes and other documentation required for the patient electronic medical record (EMR).
7. Provide feedback on clinical and diagnostic matters to management staff.
8. Participate in quality initiatives and utilization review activities as requested.
9. Participate in training new staff, supervising students, and assisting other visiting clinical personnel as needed

**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 of combined experience working with individuals with substance use and mental health disorders.
	Preferred	Two (2) years of combined experience working with individuals with substance use and mental health disorders.
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> <li>• Unrestricted Mental Health license as a Licensed Clinical Social Worker (LCSW), Licensed Professional Counselor (LPC), or Licensed Marriage and Family Therapist (LMFT) with the Wisconsin Department of Safety and Professional Services (DSPS), or license eligible in the State of Wisconsin</li> <li>• Unrestricted certification as a Substance Abuse Counselor (SAC), Clinical Substance Abuse Counselor (CSAC), or the substance use disorder specialty granted with the LCSW, LPC, or LMFT, with the Wisconsin Department of Safety and Professional Services (DSPS), or license eligible in the State of Wisconsin (One or more years' experience working with substance abuse disorders may be considered in lieu of substance abuse certification)</li> <li>• CPR/BLS</li> <li>• If in Behavioral Health Youth and Family (BHYF): <ul style="list-style-type: none"> <li>○ Must be 21 years of age to drive a patient and/or the patient's family in the employee's personal vehicle or a UW Health owned fleet vehicle.</li> <li>○ Ability to be insured by UW Health's Risk Management insurer, which requires: <ul style="list-style-type: none"> <li>▪ A valid driver's license and</li> <li>▪ Successfully passing a driver's background check</li> </ul> </li> </ul> </li> </ul>
	Preferred	

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Required Skills, Knowledge, and Abilities	<ul style="list-style-type: none"> <li>• Knowledge of legal guidelines relating to alcohol, drug, and mental health counseling</li> <li>• Exceptional interpersonal and communication skills</li> <li>• Excellent interviewing and assessment skills</li> <li>• Strong ability to translate assessment information into a treatment plan</li> <li>• Demonstrated success in working with a culturally diverse patient population and community</li> <li>• Demonstrated ability in managing stress and crisis situations</li> <li>• Knowledge of local, state, and federal community resources available to patients</li> <li>• Ability to work independently</li> <li>• Ability to maintain a high level of confidentiality</li> <li>• Must be in recovery for at least two years, if recovering from a substance use disorder</li> </ul>
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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,

<input type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input type="checkbox"/>	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
<input type="checkbox"/> <b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, 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.	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>
<input checked="" type="checkbox"/> <b>Light:</b> 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.	<b>Up to 20#</b>	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
<input type="checkbox"/> <b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	<b>20-50#</b>	<b>10-25#</b>	<b>Negligible-10#</b>
<input type="checkbox"/> <b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>50-100#</b>	<b>25-50#</b>	<b>10-20#</b>
<input type="checkbox"/> <b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	<b>Over 100#</b>	<b>Over 50#</b>	<b>Over 20#</b>
<b>Other - list any other physical requirements or bona fide occupational qualifications not indicated above:</b>			

**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.