

UW HEALTH JOB DESCRIPTION

Behavioral Health Therapist In Training			
Job Code: 840006	FLSA Status: Exempt	Mgt. Approval: B Lonergan	Date: August 2021
Department: Behavioral Health		HR Approval: M. Grayson	Date: May 2023
JOB SUMMARY			
<p>Reporting to the Clinical Manager, the Behavioral Health Therapist In Training is responsible for providing alcohol, drug, and mental health evidence-based treatment to adults and adolescents on an outpatient basis. Responsibilities include assessment/intake treatment planning, individual and group therapy, case management, and related documentation. This position works collaboratively with other providers on a daily basis.</p>			
MAJOR RESPONSIBILITIES			
<ol style="list-style-type: none"> 1. Perform assessments to evaluate Alcohol and Other Drug Abuse (AODA) and other mental health related issues with guidance from leadership. 2. Determine the level of AODA and mental health treatment needed for each patient based on appropriate diagnostic and patient placement criteria with review from leadership. 3. Under supervision, may conduct individual and group AODA and mental health counseling in alignment with evidence-based practice and clinical models in the treatment program. 4. Arrange for and coordinate appropriate care for services that are not provided in the primary program. 5. Formulate and implement individualized, patient-centered treatment plans. 6. 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. 7. Participate in learning opportunities as directed by leadership. 8. 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. 9. Maintain progress notes and other documentation required for the patient electronic medical record (EMR). 10. Provide feedback on clinical and diagnostic matters to management staff. 11. 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	<ul style="list-style-type: none"> • One (1) year internship in a behavioral health setting. • One (1) year of experience working with individuals with substance use or mental health disorders. 	
	Preferred		
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Trainee license in particular discipline (e.g., CAPSW, LPC-IT, LMFT-IT) within ninety (90) days of hire • Fully licensed in particular discipline (e.g., CSAC, LCSW, LPC, LMFT) within 2.5 years of hire. • CPR/BLS • If in Adolescent Alcohol/Drug Assessment Intervention Program (AADAIP): <ul style="list-style-type: none"> ○ 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. ○ Ability to be insured by UW Health's Risk Management insurer, which requires: <ul style="list-style-type: none"> ▪ A valid driver's license and ▪ Successfully passing a driver's background check 	
	Preferred		
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Knowledge of legal guidelines relating to alcohol, drug, and mental health counseling • Exceptional interpersonal and communication skills • Excellent interviewing and assessment skills • Strong ability to translate assessment information into a treatment plan 	

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- 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
- Must be in recovery for at least two years, if recovering from a substance use disorder

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.