

UW HEALTH JOB DESCRIPTION

Behavioral Health Clinician Team Lead

Job Code: 840017	FLSA Status: Exempt	Mgt. Approval: B Lonergan	Date: 10-18
Department: Behavioral Health		HR Approval: K Szudy	Date: 10-18

JOB SUMMARY

The Behavioral Health Clinician Team Lead is a Masters-prepared provider with demonstrated leadership abilities and clinical excellence. This individual serves as the primary resource for clinicians on site. The Behavioral Health Clinician Team Lead is responsible for role optimization, onboarding of new team members, advocacy, and acting as the primary liaison with the supervisor. This position is held concurrently with clinical practice in the respective specialty.

MAJOR RESPONSIBILITIES

Leadership:

- As assigned by the supervisor, provide clinical supervision following the guidelines of the Department of Safety and Professional Services (DSPS) and the evidence-based models provided at the clinic.
- Assure quality patient care through monitoring fidelity to evidence-based models, as assigned by the supervisor.
- Attend to patient crisis situations as needed.
- Ensure that Behavioral Health staff comply with appropriate state and federal rules and guidelines.
- Work collaboratively with the supervisor to assist in advocacy and implementation of advanced practice models of care.
- Represent team clinicians in addressing significant issues and barriers affecting clinical practice, safety, quality, and professionalism for Behavioral Health clinicians.
- Address on-site issues through demonstration of strong problem-solving abilities and good judgment.
- Proactively serve as point person for communicating with leadership, including the supervisor, Clinic Manager, and other relevant partners.
- Collaborate with the supervisor to develop and implement orientation, perform competency assessments, and mentor new Behavioral Health employees.
- Inform the supervisor of any human resource issues that arise.
- Provide detailed input on clinicians for performance reviews. Assist the supervisor with coordination of the performance review process and program for employees they lead.
- Coordinate staffing coverage with clinicians on site.
- Facilitate approval of clinician time and attendance records.

Clinical Practice:

- Provide Substance Abuse and/or Mental Health services – including assessment, treatment planning, and intervention - for adolescents and/or adults in an inpatient and/or outpatient setting based on the needs of patients and/or families. Outpatient programs may include both individual and group therapy sessions.
- Develop an individualized treatment plan to fit the needs of each patient using appropriate diagnostic and patient placement criteria.
- Conduct individual, family, and group counseling using methods consistent with evidence-based practice and a brief, focal model of care when appropriate.
- Utilize outcome tools to determine patient progress.
- Coordinate patient care with primary care, other specialty providers, schools, and families via written and verbal communication.
- Arrange for appropriate care within the UW Health system or through outside providers as prescribed in policies and procedures.
- 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.
- Participate in quality initiatives and utilization review activities as requested.
- Share expertise and clinical impressions with team members and trainees.
- Participate in clinical care conferences.
- Attend and actively participate in staff meetings and trainings.
- Maintain progress notes and other documentation required for the client medical record and utilization management within the timelines outlined by UW Health.

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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, or Marriage and Family Therapy
	Preferred	
Work Experience	Minimum	Minimum of one (1) year of experience as a Mental Health Clinician or Behavioral Health Therapist (dual diagnosis)
	Preferred	<ul style="list-style-type: none"> • Minimum of three (3) years of experience as a Mental Health Clinician or Behavioral Health Therapist (dual diagnosis) in a Health Care setting, specifically, Clinical Psychology, Substance Abuse treatment, or Integrated Care • Prior experience working in a lead role/capacity
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Relevant license and/or certification or license/certification eligible as a Mental Health Clinician as required in the State of Wisconsin (i.e., Licensed Professional Counselor-LPC, Licensed Clinical Social Worker-LCSW, Licensed Marriage and Family Therapist-LMFT, or Clinical Substance Abuse Counselor-CSAC) • Certification as required in the relevant evidence-based practice (i.e., Multi Dimensional Family Therapy-MDFT) • Clinical Supervisor In Training (CSIT), or eligible for certification, as required by program • Valid Driver's License and current auto insurance as required by program • CPR/BLS
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Knowledge of applicable regulatory guidelines • Demonstrated commitment to professional development • Demonstrated leadership skills and abilities • Excellent verbal and written communication skills • Professional demeanor • Ability to work as part of a team in a collaborative work environment • Ability to lead through example in both clinical and administrative practice

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 checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" 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	Frequent	Constant
	Up to 33% of the time	34%-66% of the time	67%-100% of the time

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	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
x	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#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:				

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.