

UW HEALTH JOB DESCRIPTION

Substance Use Counselor - Inpatient			
Job Code: 840015	FLSA Status: Exempt	Mgt. Approval: L. Menningen	Date: June 2022
Department: Behavioral Health		HR Approval: J. Olson	Date: June 2022
JOB SUMMARY			
<p>The Substance Use Counselor - Inpatient is responsible for the delivery of clinical assessment and intervention for patients admitted to University Hospital (UH), East Madison Hospital (EMH), and the American Family Children's Hospital (AFCH). This role serves as part of the Inpatient Addiction Medicine Consult Service with direction from the Behavioral Health Supervisor and the Center for Addictive Disorders (CAD) Medical Director. The Substance Use Counselor - Inpatient must be a subject matter expert and a strong resource for a variety of stakeholders throughout the hospital, including patients and families. The individual in this position must have the ability to adapt education and interventions to the needs of the recipient and promote a patient and family-centered approach when providing assessment, intervention, and referral. In addition to being a member of the Consult team, the Substance Use Counselor - Inpatient also works in partnership with the primary treatment provider team. The Counselor must also be able to work independently with good judgment and fulfill cross-coverage responsibilities.</p>			
MAJOR RESPONSIBILITIES			
<ol style="list-style-type: none"> 1. Collaborate with members of the interdisciplinary team to facilitate substance use care coordination, delivery, and treatment with follow-up recommendations. 2. Work collaboratively with other Counselors, members of the primary treatment team, and other members of the interdisciplinary Consult Service to manage consult needs throughout the hospitals. 3. Provide substance use assessments, brief intervention, and referral for patients presenting at risk of or with likely substance use disorders, at times with dual diagnosis. Maintain and work with a referral network for meaningful linkage and referral for treatment after discharge. 4. Communicate professionally and effectively with treatment providers and other disciplines to ensure successful patient care planning. 5. Work independently and with strong judgment, seeking appropriate consultation for complicated cases from senior clinicians, the Center for Addictive Disorders (CAD) Medical Director, or Behavioral Health Supervisor as needed. 6. Utilizing a harm reduction approach, draw on skills such as Motivational Interviewing to facilitate engagement in follow up care. 			
ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.			
JOB REQUIREMENTS			
Education	Minimum	Bachelor's degree in Social Work, Psychology, Counseling, Marriage and Family Counseling, or other Behavioral Health related field	
	Preferred	<ul style="list-style-type: none"> • Master's degree in Social Work, Psychology, Counseling, Marriage and Family Counseling, or other Behavioral Health related field • Relevant student internship or other educational experience in a health care setting 	
Work Experience	Minimum	One (1) year of relevant experience in the assessment of substance use patients	
	Preferred	Three (3) years of relevant experience in the assessment of substance use patients	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Unrestricted certification as a Substance Abuse Counselor (SAC), Clinical Substance Abuse Counselor (CSAC), Licensed Clinical Social Worker (LCSW), Licensed Professional Counselor (LPC), or Licensed Marriage/Family Therapist (LMFT) with the Wisconsin Department of Safety and Professional Services (DSPS), or license eligible in the State of Wisconsin • CPR/BLS 	
	Preferred		
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Excellent interpersonal communication, problem solving, and conflict resolution skills • Ability to work independently 	

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	<ul style="list-style-type: none"> • Ability to exercise critical thinking skills to make complex clinical decisions • Working knowledge of disease and age-specific impact • Working knowledge of evidence-based practices and theoretical orientations that guide practice (e.g., crisis intervention, motivational interviewing, systems theory, cognitive-behavioral therapy, etc.) • Ability to apply knowledge of relevant research findings in practice • Ability to incorporate technology in performing job responsibilities, including utilizing the electronic medical record (EMR) to develop reports and document assessments • Ability to effectively utilize word processing programs and navigate the Internet effectively • Ability to meet operational schedule needs, including the ability to provide some weekend coverage
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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#
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.