JOB TITLE: Behavioral Health Director/Psychologist

DEPARTMENT: Behavioral Health Created: May 2018

FLSA STATUS: Exempt/Salary

REPORT TO: COO

PRIMARY ACCOUNTABILITY: The Behavioral Health Director/Psychologist provides mental health assessment, diagnosis, and treatment for patients (children and adults) referred by primary care providers in the integrated medical setting. Collaborates with treating physicians to develop treatment planning and referral to psychiatric or specialty care when appropriate.

PRIMARY DUTIES AND RESPONSIBILITIES

1. Develops, implements, coordinates, and evaluates clinical treatment plans for the diagnosis, treatment, and/or referral of patients with acute or chronic mental illness. Participates in staff conferences to select, plan, and evaluate treatment programs.
2. Provides outpatient psychotherapy to individuals, couples, families and groups. Instructs and counsels patients and their families regarding compliance with prescribed therapeutic regimens and adherence to prescribed medication regimens, within the scope of practice. May administer specialized therapeutic procedures, as appropriate.
3. Conducts psychological assessments, including test administration, interpretation, and recommendations. Prepares intake summaries, treatment plans, and case summaries and maintains ongoing confidential records. Charts member's treatment and progress in accord with state and NCQA regulations and in keeping with accepted professional standards.
4. Collaborates with physicians in screening and evaluating patients for psychotropic medications, within the scope of practice.
5. Provides consultation to other care providers and health educators on matters relating to mental health, health psychology and behavioral medicine. Serves as clinical supervisor to mental health specialists and other staff as necessary.
6. May provide appropriate support to member's family, including explanation of treatment, instructions in how to support treatment and interventions to increase acceptance of and adherence to treatment, at member's request.
7. Utilizes resources of public and private agencies and community organizations to meet the needs of the member's treatment to include referral of the member and/or member's family to external resources, as appropriate. Participates in departmental program development, implementation and evaluation.
8. Reports safety concerns to mandated reporting agencies.

GENERAL DEVELOPMENT

1. Requires advanced professional skills in order to organize projects, and leadership of the BH clinical team.
2. Requires the ability to work independently and as part of a clinical team.
3. Effective development of priorities and relationships, including flexibility in response to changes in circumstances or policies.
4. Requires consideration of the work-flow within, as well as outside of, the department or functional area.
5. Solution-focused orientation based on the general goals and objectives of the function.
6. This position exercises leadership and supervision over others.
7. Functions include: Compilation, interpretation, assessment, documentation, and reporting of clinical information.

PROFESSIONAL & TECHNICAL KNOWLEDGE

PhD/PsyD/EdD in Clinical Counseling, Health or School Psychology from an accredited college or university. Current valid license to practice psychology in the State of Washington. Must have a National Provider Identifier (NPI) or obtain NPI, prior to employment start date.   
  
TECHNICAL REQUIREMENTS

1. Must be familiar with DSM-V as a means of diagnosis.
2. Has experience in assessing, diagnosing and treating a broad range of psychiatric conditions.
3. Knowledge of Evidence-Based Practice and psychotherapy research methods.
4. Knowledge of the bio-psycho-social functions that contribute to mental health.
5. Accuracy in diagnosing patients and developing effective treatment plans.
6. Competence in individual, family and group psychotherapy.
7. Professional maturity and ethical integrity necessary for assuming professional responsibilities.
8. Commitment to quality of service, teamwork, and participation in a highly interactive multidisciplinary clinic.
9. Ability to complete multiple tasks/objectives in a timely manner.
10. Knowledge of social service agencies, state regulations and APA standards as it related to client treatment, patient rights and client/patient confidentiality.
11. Previous clinical responsibilities to include psychological testing, diagnosis, brief individual and group psychotherapy.
12. Knowledge and experience with psychological testing techniques, administration and interpretation.
13. Excellent interpersonal and communication skills.

COMMUNICATION SKILLS

1. Employee is required to effectively communicate using FHC’s core values; the Core Dimensions
   1. Respect—using manners and appropriate language; maintaining a person’s dignity and confidentiality; giving credit where due; asking others for their input and feedback
   2. Empathy—to show someone you understand what they are feeling without judgment; engaged listening with no distractions; acknowledgment and paraphrasing; eye contact
   3. Genuineness—tone of voice and body language are congruent; showing consistent behaviors over time; integrity (follow-through and follow-up); humility (admitting when a mistake is made)
   4. Specificity—what details can you give so someone knows what “excellence” looks like; models or samples; one-on-one mentoring; alternate plans
2. Ability to provide effective consultation.
3. Ability to form and sustain effective relationships with clients, team members and community providers.
4. Job duties require employee to provide excellent customer service to all internal and external customers
5. Bilingual in English/Spanish language preferred.

WORK ENVIRONMENT

Work is performed within a patient care interview room or exam room within the medical clinics. Position is based out of the Omak clinic, and will require travel to other clinic locations on occasion.

Must have reliable transportation and provide documentation of auto insurance and valid driver’s license as required.

TYPICAL PHYSICAL DEMANDS

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Physical Requirements | N/A | Rarely  (1-12%) | Occasionally  (13-33%) | Frequently  (34-66%) | Regularly  (67-100%) |
| Standing |  |  | x |  |  |
| Walking |  |  |  | x |  |
| Climbing |  | x |  |  |  |
| Sitting |  |  |  |  | x |
| Stooping / Kneeling |  | x |  |  |  |
| Lift/Carry up to 15 lbs. |  | x |  |  | x |
| Lift/Carry up to 30 lbs. |  | x |  |  |  |
| Lift/Carry up to 50 lbs. |  | x |  |  |  |
| Push/Pull up to 25 lbs. of exertion |  | x |  |  |  |
| Push/Pull up to 50 lbs. of exertion |  | x |  |  |  |
| Work below waist level |  | x |  |  |  |
| Work at waist to shoulder level |  |  |  |  | x |
| Work above shoulder level |  |  | x |  |  |
| Reach further than arm's length |  |  | x |  |  |
| Fingering |  |  |  |  | x |
| Grasping / Holding |  |  | x |  |  |
| Talking |  |  |  |  | x |
| Hearing |  |  |  |  | x |
| Seeing |  |  |  |  | x |
| Work in confined spaces |  |  | x |  |  |
| Exposed to extreme temperatures | x |  |  |  |  |
| Operate tools or machinery (incl. office equip.) |  |  |  |  | x |
| Operate motorized vehicles/equipment | x |  |  |  |  |
| Work at heights balancing | x |  |  |  |  |
| Use/exposed to hazardous substances | x |  |  |  |  |

*This description is intended to describe the essential job functions and the essential requirements for the performance of this job. It is not an exhaustive list of all duties, responsibilities and requirements of a person so classified. Other functions may be assigned and management retains the right to add or change the duties at any time.*

Signature below acknowledges that I have received a copy of my job description.

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# *Employee Signature Date*

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*Witness Signature Date*