**Behavioral Health and Wellness Director**

**JOB SUMMARY:**

The Behavioral Health and Wellness Director oversees all mental health services at [CHC] and ensures that the BH program is providing evidenced-based, high quality care. As part of the primary care treatment team, this position participates in the development of an integrated behavioral health program with primary care and dental, in addition to supporting all behavioral health staff in clinical skill development and supervision/consultation. BH and Wellness Director may provide direct mental health assessments, treatment, intake, case management and group/individual/family therapies. This position supports organization-wide leadership, ensuring the success of [CHC]’s team-based care and patient centered medical home efforts. The BH and Wellness Director represents [CHC] in the broader health care community.

# ESSENTIAL DUTIES & RESPONSIBILITIES:

**Clinical – 60%**

* Oversee behavioral health integration model and provide direct patient care.
* Conduct mental health screenings utilizing standardized instruments and assess clients to determine appropriate level of treatment in accordance with relevant ethical and legal standards.
* Manage psychosocial aspects of chronic and acute diseases, as well as substance use. Teach clients and families using prevention and treatment enhancement techniques.
* Provide counseling to individuals, families, as well as groups. Provide evidence-based care appropriate to the age and needs of patients with a trauma-informed and culturally responsive lens. Develop treatment plans; monitor treatment progress and follow-up at disposition times.
* Ability to work on a strength-based and client-centered perspective: focus on what people can do, not on

what they can’t do.

* Provide PCP-initiated consultation services that may include differential diagnosis, psychoeducation, brief intervention, and referral for further treatment. Consult with and advise other health care team members on the methods of assisting patients and their families in overcoming social and emotional difficulties which may prevent effective health care.
* Provide case management services to patients as needed. Make appropriate referrals to outside community resources and advocate for appropriate services for patients when indicated.
* Create written material for use in psychoeducation of patients referencing established, peer reviewed, and evidenced-based practices.
* Follow procedures for the electronic health records system for accurate and timely clinical documentation consistent with organizational standards.
* Solid knowledge of clinical supervision, case management skills, care coordination, and community resources.

# Administrative – 40%

* Ensure accuracy, quality, and efficiency standards are met with regards to behavioral health standards for patients. Identify, implement, and monitor patient service standards to ensure program is meeting patient needs and performing all services in a culturally sensitive manner.
* Facilitate team meetings, in-services and supervisory sessions that include ethical guidelines for decision making (nonmaleficence, beneficence, autonomy, justice, fidelity, and veracity) and the different aspects of supervision (administrative effectiveness, clinical skill, professional identity and self-of-the-provider).
* Establish productivity benchmarks and ensure that staff members are acting in line of the core values of the organization.
* Oversee and promote student intern program for students enrolled in Denver area universities. Recruit, train, and provide administrative supervision and/or clinical supervision.
* Participate in the development of long and short-term goals for the Behavioral Health and Wellness Program that are consistent with organizational goals.
* Stay current on BH best practices and initiatives at the local and national level.
* Establish and monitor volunteers and internship program including credentials, training and scheduling of volunteers in collaboration with human resources.
* Build and maintain community relationships with other CHCs, mental health centers, universities, funders and community partners. Along with other leadership team members, represent [CHC] at official external functions, meetings and events.
* Work closely with CHO and CAO, in addition to conducting quality assurance activities, including: reviewing charts, informing operations and workflows, and developing practice protocols and procedures.
* Aid leadership in developing and testing creative solutions that turn the mission into tangible and measurable results. Assist in strategic planning, site visits, staff retreat and meetings, reviewing and providing input for BH related grants presentations on a variety of issues, etc.
* Demonstrate appropriate balance of work and personal life.
* Communicate in a thoughtful and responsive way to employees at all levels. Promote team-based care as well as employee and patient wellness.

# OTHER DUTIES AND RESPONSIBILITIES:

* Attend required internal meetings, trainings, and events.
* Other duties as assigned.

# EDUCATION AND EXPERIENCE:

**Minimum Education and Licensure:**

* Master’s or Doctoral Degree in counseling, psychology or clinical social work.
* Licensed Professional Counselor, Licensed Marriage and Family Therapist or Licensed Clinical Social Worker in the state of Colorado.
* Credentialed as a clinical supervisor by a nationally recognized credentialing organization, such as an Approved Clinical Supervisor (ACS). AAMFT approved supervisor for Marriage and Family Therapists (MFTs) preferred, but not required.

# Minimum Experience:

* Five to seven years of experience as a psychotherapist with a minimum 2 years of qualifying supervision experience, in addition to at least 3 years of leadership experience in integrated care or community mental health. Familiarity with a primary care/pediatric environment is a plus.
* Oral and written fluency in English and oral fluency in Spanish required.

# Supervision:

* This position supervises the Behavioral Health Providers (BHPs) and Assistant BH Director.

# KNOWLEDGE, SKILLS, & ABILITIES:

* Strong initiative and passion to advocate and provide healthcare to low income, diverse populations.
* Creative thinking and openness to working in common workspaces.
* Highly organized, visionary thinker and team-player.
* Awareness of screeners: PHQ9, GAD7, AUDITC/SBIRT, PRAPARE and ACE.
* Familiarity with DSM V and diagnostic techniques.
* Ability to respond effectively to the most sensitive inquiries or complaints, and ability to evaluate crisis situations and apply appropriate interventions.
* Excellent leadership, interpersonal, customer service and organizational skills. Ability to communicate effectively and work cooperatively with multi-disciplinary professionals and agencies. Creative a positive approach to problem-solving.
* Ability to document concisely, accurately and in a timely manner. Ability to handle a variety of duties which may be interrupted by immediate circumstances. Ability to execute work plans, manage caseload independently, multitask, prioritize work and meet deadlines.