

Job Description

Job Title: Clinician 1

Reports To: Clinical Director

Summary: The Clinical Therapist provides assessments, treatment planning, and psychotherapy to individuals, groups and families experiencing emotional and behavioral disorders. Functions as Directing Clinician for assigned client caseload per Alaska Statutes. Provides emergency services and coordinates access to appropriate treatment resources including involuntary hospitalizations for individuals in crisis. Services are provided in the clinic and at partner sites in communities within the service area.

Essential Functions:

Reasonable accommodations may be made to enable individuals with disabilities to perform the following essential functions

1. Develop and maintain rapport with clients to establish trust and collaborative relationships.
2. Demonstrate comfort and competence in the provision of psychotherapeutic services for individuals as well as groups.
3. Perform intake interview, and diagnostic screening using clinically relevant tools.
4. Determine medical necessity for treatment and prescribe clinically relevant treatment modalities as appropriate.
5. Oversee and/or write and periodically reevaluate and update individualized treatment plan by required deadlines.
6. Provide evidence based, clinically relevant treatment drawing from an array of therapeutic tools.
7. Offer referral to other resources as individually indicated.
8. Develop individually appropriate crisis intervention plan and coach each client on its practical use.
9. Complete and submit progress notes, activity logs and time sheets by required deadlines.
10. Participate in client staff meetings to collaborate in best practice care.
11. Develop a thorough knowledge of Medicaid regulations governing eligibility and access to services.
12. Provide clinical supervision to staff engaging in directed treatment interventions.
13. Attend and contribute to required meetings, trainings, and supervision.
14. Maintain agency performance expectations for time, billing, and quality assurance standards.
15. Collaborate with other service providers both internal and external to the agency as appropriate and within ethical and legal limits of the profession and agency standards.
16. Share scheduled and backup emergency coverage with other clinical staff by phone at SPBHS, in the hospital and jail, in the clinic, and in the court, as necessary.
17. Provide prompt emergency response and assessments during scheduled on call shift.
18. Maintain collegial professional relationship with community partners, especially in coordinating emergency service response.
19. Provide consultation and education to other agencies as requested, scheduled, and approved by supervisor.

20. Know, respect and perform services in accordance with all HIPAA regulations concerning recipient confidentiality.

Competencies:

1. Communication Proficiency (written and verbal).
2. Ethical Conduct.
3. Personal Effectiveness/Credibility.
4. Problem Solving/Analysis.
5. Thoroughness/Attention to Detail.

Supervisory Responsibility: This position has no supervisory responsibilities

Work Environment:

This position operates in a professional office environment in a community mental health center and in community settings within the service area. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines. The employee may be required to drive daily to nearby locations for meetings or visits. The employee will have frequent interaction with persons who are mentally ill, disabled or emotionally upset.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk or hear. The employee is regularly required to stand; walk; sit; use hands to finger, handle or feel objects, tools, or controls; and reach with hands and arms. The employee frequently lifts or moves objects weighing up to 10 pounds. Specific vision abilities required by this job include close vision and the ability to adjust focus.

Position Type and Expected Hours of Work:

This is a full-time position. Expected work hours are 40 hours per week, Monday through Friday. On occasion, duties may require work to be performed after normal business hours, to include evenings, nights, holidays and/or weekends, to support emergency services or individual client needs.

Travel: Limited travel is expected for this position within the SPBHS service area.

Required Education and Experience:

1. Master's degree in a social work, psychology, counseling or related field.
2. Ability to obtain Alaska Licensure within three years (LPA, LPC, LMFT, or LCSW).

Preferred Education and Experience:

1. Experience working in the Human Services field.

Additional Eligibility Qualifications:

1. Must be able to function independently and have flexibility, personal integrity and the

- ability to work effectively with clients, staff and support agencies.
2. Must be able to relate to and work with ill, disabled, emotionally upset and at times hostile people.
 3. Must possess the ability to make independent decisions when circumstances warrant such action.
 4. Knowledge of principles and techniques of mental health services; techniques of observing and assessing behavior; emotional, social, psychological and environmental influences on behavior; principles and practices of behavior change and modification; theories and research on personality development, human motivation, behavior adaptation and social interaction; scope and activities of public and private health and welfare agencies; characteristics of emotional disturbance and mental deficiency; current trends in mental health, state and federal mental health programs and laws.
 5. Must be able to establish and maintain the confidence and cooperation of clients and persons contacted in the course of the work; prepare accurate and concise reports and clinical documentation; analyze situations accurately and take effective actions with clients; maintain good working relationships; coordinate and implement agency programs.
 6. Must be willing and able to achieve licensure within three years of starting position.

Other Duties:

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.