

Job Title: Mental Health Clinician
Department: Behavioral Health Department
Reports To: Behavioral Health Director
Salary Level:
FLSA Status: Exempt
Approved By: Chief Executive Officer
Approved Date:

SUMMARY: Meet every client in their situation and use interventions that fit the client. Look at the client's overall situation from a variety of angles to determine the most effective interventions first. Utilize other community resources and frequently refer to them as a way of maximizing the efficiency of the interventions and aiding the client toward their goals.

FUNCTIONS & RESPONSIBILITIES:

1. Provides mental health services including intake, crisis intervention, individual and potential group counseling.
2. Clinical assessment and diagnosis of mental disorders based on the Diagnostic and Statistical Manual, Fifth Edition (DSM-5).
3. Formulate innovative strategies to promote mental health and wellness and provide prevention of mental health imbalance in the community.
4. Provide ongoing therapy in short or long term out-patient care.
5. Analyzes psychological aspects of individual interrelationships to gain understanding of an individual's thoughts, feelings and behaviors.
6. Participates in professional meetings to discuss patient needs and progress.
7. Makes referrals to medical services and other community resources based off of client's individual needs.
8. Perform detailed client record documentation and maintain caseload records, case plans, while preparing and regularly maintaining progress notes, closing, and/or transfer summaries on patients and related duties as required.
9. Demonstrates satisfactory knowledge and clinical judgment to provide appropriate care for clinic patients.
10. Develops and institutes appropriate treatment plans per protocol with the consultation of Behavioral Health Director.
11. Fosters a multi-disciplinary environment, coordinating with primary care providers and psychiatrist as needed, in the format of a primary care behavioral health model.
12. Participates in continuing education courses, in-services and staff meetings. Attends other meetings as needed to engage the community and outside agencies in mental health awareness, promotion and prevention.
13. Provide courtroom testimony and consultation to school and other adult programs as required.
14. Participates in Performance Improvement and Peer Review.
15. Productivity satisfactory and consistent with the agency goals.
16. Responsible for other related job duties as assigned by the Behavioral Health Director.

SUPERVISORY RESPONSIBILITIES: Supervisory authority over interns when assigned.

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

BASIC REQUIRED ABILITY:

PUBLIC RELATIONS/ADVANCED INTERPERSONAL SKILLS: Addresses clients by name; smiles when talking to clients, physicians, peers, and families; answers the telephone courteously and promptly; identifies self and department when answering the telephone using pleasant voice tone/verbiage; possesses excellent listening skills; interacts with clients and peers. Energetic, forward thinking and creative with high ethical standards and an appropriate professional image.

JACHO RESPONSIBILITIES: Responsible for helping to prepare, achieve, and maintain accreditation by the Joint Commission on Accreditation of Healthcare Organizations. By serving on the various performance improvement subcommittees individual employees are directly involved in the generation or modification of policies & procedures that enable KMC to provide continuously improving healthcare.

COOPERATION: Must be a self-starter; seeks solutions; accepts constructive criticism; willing to adjust to changes; loyal to K'ima:w Medical Center.

PROFESSIONALISM: Shows pride in personal appearance and grooming; displays a positive attitude about work; respects the confidentiality of clients; and is congenial with public and peers.

INITIATIVE: Willing to participate in continuing education programs; asks questions; contributes during staff meetings; serves on K'ima:w Medical Center committees as appointed; demonstrates a desire for self improvement.

JOB SPECIFIC SKILLS & ABILITIES:

- Ability to assess, diagnose, and implement treatment plans for patients.
- Ability to establish and maintain effective working relationships with patients, community groups, department and agency staff members, and fellow staff members.
- Ability to communicate effectively in both oral and written form.
- Ability to perform counseling services with limited supervision and within a framework of standard policies and procedures.
- Ability and experience to work under limited supervision.

- Recordkeeping and documentation including patient charting.
- Ability to analyze crisis situations in a prompt and concise manner.
- Must have knowledge of theories and research on personality and intellectual growth and development, individual differences, human motivation, and abnormal behavior.
- Knowledge of adult and child psychology, human development, child development and sexuality.
- Knowledge of interview techniques.
- Knowledge of current trends in the field of mental health.
- Knowledge of local community resources.
- Must have knowledge of the local Tribal communities including cultural values and beliefs, history, family systems and community.
- Knowledge of general mental health emergency interventions, diagnosis and brief and long term therapy methods.

EDUCATION and/or EXPERIENCE:

- Masters degree from an accredited school in Social Work, Psychology or a related field.
- Licensed professional as a Licensed Marriage and Family Therapist (LMFT) or Licensed Clinical Social Worker (LCSW) in the State of California with verifiable qualifications through the state licensing board and/or online registry.
- Three to Five years work experience in a behavioral health setting.
- Experience or interest in depression, anxiety, abuse and PTSD.
- Experience with dual diagnosis issues with Native American clients and substance abuse assessments and treatment options.

CERTIFICATES, LICENSES, REGISTRATIONS:

- Licensure by the State of California as a Licensed Marriage and Family Therapist (LMFT) or Licensed Clinical Social Worker (LCSW).
- CPR

CONFIDENTIALITY: Employee must be aware of and adhere to Ki'ma:w Medical Center's Confidentiality Policy and deal appropriately with patient confidentiality at all times.

CONDITIONS OF EMPLOYMENT: Employee is subject to baseline and random drug testing per the Hoopa Tribal Drug & Alcohol Fit for Duty Policy. Employee will serve a 90-day introductory period. Employee is subject to introductory and semiannual performance evaluations. Preference will be given to qualified Indian applicants pursuant to the Tribe's TERO Ordinance.

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

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

ANNUAL TRAINING REQUIREMENTS: At a minimum Employee is required to be certified 1) Health Stream courses and 2) CPR every two years.

Employee Signature DATE

Supervisor Signature DATE

HR Director Signature DATE