



Job Title

Licensed Clinical Social Worker (LCSW)

Department	Reports To	Prepared By	Approved By	Last Modified
Behavioral Health	LCSW Supervisor	Human Resources	CMO	5/15/24

Overview

The LCSW will be an integral part of our healthcare team, providing essential mental health services to patients in a community-focused, compassionate manner. The LCSW is responsible for performing social work assessments and interventions, as needed. As an LCSW at UCHC, you will have the opportunity to make a meaningful impact on the lives of individuals and families who may face barriers to accessing quality healthcare.

General Accountabilities

- Monitors, evaluates, and records client progress according to measurable goals described in treatment and care plan.
- Interviews patient and family members; prepares psychosocial assessments, addressing all pertinent issues of participants.
- Works with outside agencies to ensure coordinated care for victims of domestic violence, etc.
- Assist in the detection of “at risk” clients and in the development of plans to prevent worsening of their condition.
- Evaluates data and works with a care team to develop a single plan of care that supports the patient’s overall health and well-being.
- Monitor and coordinate the delivery of health services for clients as related to behavioral. healthcare, including linking with other treatment providers not only within the primary care setting but, with the clients’ permission, outside it as well.
- Function as a member of a multi-interdisciplinary team.
- Intermittent Supervision of Associate Social Workers as required by Behavioral Health Department
- Maintain protocols and procedures for integrated behavioral health activities.
- Participate in case conferences with appropriate medical and ancillary team members.
- Provide consultation to clinic management and other team members about behavioral services and suggested areas of outcome and program evaluation.
- Provide guidance regarding behavioral health policies and procedures to management teams as well as Board Directors and Directors and Advisory Boards.
- Promote and integrate behavioral health services.

- Attends and participates in behavioral health development programs, department related conferences and administrative meetings.
- Assists in the development of various program curricula.
- Setting up of EMR templates to meet the standard of care for behavioral health.
- Operationalizing a plan for universal screening and ongoing tracking of outcomes.
- Organizing and mapping a referral process for in-house mental health services and specialty mental health.
- Discuss recruitment and retention for behavioral health staff.

Job Qualifications

- Education: Master of Social Work (MSW).
- License: Licensure as a Licensed Clinical Social worker by the California Board of Behavioral Sciences strongly required.
- Experience: Appropriate certifications and/or licensures with at least 3-5 years of related experience.
- Knowledge of evidence-based behavioral assessments and interventions relevant to medical conditions, e.g., disease management, treatment adherence and lifestyle change.
- Care-management skills and knowledge of local resources for outside referrals.
- Consultation liaison skills.
- Licensure/Certification - Employees are responsible for maintaining individual certifications as required by job function or by law and provide verification and recertification when requested by management.
- Substance use disorder (SUD) counseling experience (preferred) or willingness to get training in SUD.
- Experience working in underserved communities such as undocumented workers, unaccompanied minors, LGBT populations, communities of color, youth/adolescents, and those experiencing homelessness, substance abuse, and/or mental illness.

Skills

- Excellent verbal and written communication.
- Problem solving
- Active listening
- Social perceptiveness
- Critical thinking
- Coordination
- Bilingual English/Spanish (preferred).
- Counseling, listening skills
- Microsoft, Word, Power Point, Excel and Internet software.
- Electronic Medical Records (required).

Physical Requirement

- Physical effort which may include occasional light lifting to a 25 pound limit, and some bending, stooping or squatting. Considerable walking may be involved. The ability to sit or stand for extended periods of time is required.
- Flexibility to work in multiple locations throughout the week.
- 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.
- While performing the duties of this job, the employee may be required to travel to all UCHC facilities as needed.
- Occasionally required to sit and walk.
- Finger dexterity required.
- Hand coordination required.
- Specific vision abilities required for this job include: close vision, distance vision, ability to adjust or focus.

Work Environment

- Exposure to adverse conditions.
- Exposure to extreme heat.
- Exposure to extreme cold.
- Exposure to wet and/or humid conditions.
- Exposure to moving mechanical parts.
- Exposure to high, precarious places.
- Exposure to fumes or airborne particles.
- Exposure to toxic or caustic chemicals.
- Exposure to outside weather conditions.
- Possible risk of electrical shock
- Exposure to explosives
- Possible risk of radiation and vibration.
- Protective clothing or equipment is required including: gloves, helmets, steel-toed boots, protective eyewear.
- The noise level in the work environment usually is high

Acknowledgement:

I have been given a copy of this position description. I understand that I may be asked to perform job-related duties not listed in the description and that my duties may change at any time, according to the UCHC needs. Nothing in this position description is intended to create a contract of employment of any type. Employment is strictly on an at-will basis.

EMPLOYER

EMPLOYEE

Name & Signature

Date:_____

Name & Signature

Date:_____