



Mission City
Community
Network, Inc.
A Community Health Network

Mission City Community Network, Inc.

Job Description

Licensed Clinical Social Worker (LCSW)

Job Title: Licensed Clinical Social Worker (LCSW)
Department: Behavioral Health Department
Reports to: Behavioral Health Director or designee

SUMMARY: The Licensed Clinical Social Worker is responsible for providing brief therapy and behavioral health interventions, using evidence-based treatment modalities, for MCCN's medical clinic patients as well as direct referrals from the community. The Behavioral Health program serves clients who frequently use emergency departments for non-urgent care, providing them with a healthcare home and the supportive services needed to establish treatment and prevention in the community. This includes conducting assessments and providing therapy to adults with any combination of mental health issues, substance use disorders and medical complications. The Social Worker will develop behavioral health treatment plans integrated with the patient's medical treatment plan and will provide consultation to physicians regarding mental health issues.

ESSENTIAL DUTIES AND RESPONSIBILITIES: The following list of duties is not all-inclusive and the employer may add, change, revise or adjust duties as needed. This position may train and delegate others to perform appropriate job duties as needed.

- Provide behavioral health interventions as part of an integrated response to a patient's medical and mental health needs, including:
 - Provide therapy to MCCN's clients
 - Respond immediately to medical provider requests for a behavioral health intervention in the patient exam rooms
 - Provide therapeutic interventions when behavioral health issues arise during a medical clinic visit
 - Provide brief intervention therapy and assess whether additional therapeutic intervention is indicated
 - When indicated, provide counseling / therapy sessions for clinic patients.
 - Coordinate long-term therapy as needed
 - Develop diagnosis and treatment plans that are integrated with the medical treatment plan
- Meet high productivity goals as set by management, generally minimum 0.8 billables / clinical hour
- Complete all required clinical and billing documentation
- Attend clinic and other staff meetings as requested
- Provide information for reports to funding sources
- Represent the agency to other agencies or groups as assigned
- Supervise graduate students/interns as assigned
- Perform quarterly Utilization Review responsibilities
- Travel or be assigned to multiple or different sites as needed throughout the course of employment
- Other duties as assigned

COMPETENCIES: To perform the job successfully, an individual should demonstrate the following competencies to perform the essential functions of this position.

- Analytical—the individual synthesizes complex or diverse information.
- Problem solving—the individual identifies and resolves problems in a timely manner and gathers and analyzes information skillfully.
- Oral communication—the individual speaks clearly and persuasively in positive or negative situations, demonstrates group presentation skills and conducts meetings.
- Delegation—the individual delegates work assignments, gives authority to work independently, sets expectations and monitors delegated activities.
- Leadership—the individual inspires and motivates others to perform well, accepts feedback from others.
- Management skills—the individual includes staff in planning, decision-making, facilitating and process improvement; makes self available to staff; provides regular performance feedback; and develops subordinates' skills and encourages growth.
- Quality management—the individual looks for ways to improve and promote quality and demonstrates accuracy and thoroughness.
- Judgment—the individual displays willingness to make decisions, exhibits sound and accurate judgment and makes timely decisions.
- Planning/organizing—the individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans.
- Safety and security—the individual actively promotes and personally observes safety and security procedures, and uses equipment and materials properly.

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.

- Licensed Clinical Social Worker (LCSW) or Licensed Psychologist – current licensure is required
- Expertise in utilizing brief-intervention models of therapy
- Expertise in Motivational Interviewing and Harm Reduction
- Knowledge of medical conditions and the interaction between medical and behavioral health conditions (e.g. diabetes, hypertension, asthma, etc.)
- Knowledge of how behavior and mental health affect medical outcomes
- Knowledge and skill working with diverse populations
- Knowledge of MediCal requirements preferred
- Documented experience supervising master's level clinicians
- Strong verbal and written communication skills
- Strong interpersonal skills
- Ability to abide by standards of professional ethics
- Computer literacy including word processing and e-mail
- Bilingual ability preferred
- Valid California Driver's License, with insurable driving record.

EDUCATION AND/OR EXPERIENCE:

- Licensed Clinical Social Worker (LCSW) or Licensed Psychologist
- Two plus years of experience providing therapy in a medical clinic or hospital, or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.
- Experience in a variety of assessments, treatment planning and counseling issues including chemical dependency.

LANGUAGE SKILLS: Ability to read, interpret and write complex and routine reports and correspondence. Ability to speak effectively before groups of clients or employees of organization.

MATHEMATICAL SKILLS: Ability to calculate figures and amounts. Ability to apply concepts of basic algebra and geometry.

REASONING ABILITY: Ability to deal with complex problems in a variety of situations.

COMPUTER SKILLS: To perform this job successfully, an individual should have knowledge of word processing, data base, email, Internet, Electronic Health Record, and spreadsheet software/applications.

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.

While performing the duties of this job, the employee is frequently required to sit; use hands to finger, handle, or feel. The employee is occasionally required to stand; walk; and reach with hands and arms. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus. The employee must also possess hearing and speech to communicate in person and over the phone.

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.

The work environment is characteristic of normal office conditions. The employee may be in contact with individuals and families in crisis who may be ill, using substances and/or not attentive to personal health and safety for themselves. The employee may experience a number of unpleasant sensory demands associated with the client's use of alcohol and drugs, and the lack of personal care. The employee must be ready to respond quickly and effectively to many types of situations, including crisis situations and potentially hostile situations.

The noise level in the work environment is usually moderate.

EMPLOYEE ACKNOWLEDGMENT:

I have read my job description and understand its contents. I agree to perform the duties and responsibilities to the best of my ability. If at any time I have questions about its contents, I will discuss with my supervisor any clarification. I have received a copy of this job description and understand that it will be used to evaluate my performance both on an ongoing basis and at regular intervals.

Employee Name (Print)

Signature

Date