Bartz-Altadonna Community Health Center

Licensed Marriage & Family Therapist

Classification	Salary Range	Reports to
Non-Exempt		Chief of Staff

JOB DESCRIPTION

Summary/Objective

The LMFT will maximize the quality of the client experience and clinical outcomes while minimizing costs through an integrated, team-oriented, strengths-based healthcare approach; raising staff and trainees to their highest level of skill. This position works closely with all client populations and families; behavioral health, medical, and other health care staff; working with local agencies to meet clients' multiple clinical and non-clinical health needs. The LMFT will assess potential new patients and provide clinical services for adults, children and families through individual or group therapy. The Licensed Therapist will also provide support to chronically homeless clients who are in crisis. The Therapist will conduct case management services that include working with the Mental Health Care Team to provide and update comprehensive treatment planning. This position may also assist with clinical supervision of non-licensed behavioral health staff and trainees in accordance with national guidelines and professional standards.

Essential Functions

1. Performs all job functions in a professional and courteous manner. This includes answering all general phone call timely. Provide excellent customer service to internal and external clients/patients by being responsive to all inquiries in a timely manner.
2. Performs job duties collaboratively with health center management and exercises good judgement.
3. Fosters and promotes a culture of service excellence and accountability.
4. Consistently adheres to a high standard of professional ethics; conducts self in an ethical manner and is a role model to others.
5. Complies with organizational policies and procedures
6. Comply with established departmental policies and procedures, objectives, quality assurance program, safety, environmental, and customer service standards.
7. Will conduct brief screenings to evaluate the needs of adults and older adults, adolescents, and/or children for mental health and support services, based on medical record, referral, direct interview and interaction with the family and/or discussion with other staff members who interact with the family.

8. Provide licensed level behavioral health services in low-intensity/brief treatment, problem-solving therapy and behavioral activation in a culturally, linguistically and age appropriate manner.

9. Develop, implement, and evaluate plans for the provision of mental health and support services jointly with the family, Psychiatrist, Medical Provider(s), and other staff members as appropriate.

10. Provide early interventions and referrals to specialty mental health services, including referral for more intensive psychological or psychiatric support services, if needed.

11. Working with the Behavioral Health Team may assist patients with determining eligibility for health coverage programs and other programs as needed. This may include assistance with forms, making initial contacts and appointments for the patient; follow-up with the patient to ensure linkages to services are made.

12. Document findings in patient's medical records according to established protocol. Review and validate monthly reports on number of unduplicated clients, behavioral health consultations, screenings, assessments and brief treatment encounters provided.

13. Maintain confidentiality regarding privileged administrative and client information in a professional manner.

14. Performs all duties and service in full compliance with BACHC standards

Competencies

- Decision Making
- Collaboration Skills
- Results Driven
- Communication Proficiency
- Technical Capacity
- Teamwork Orientation
- Thoroughness
- Flexibility

Supervisory Responsibility

None at this time

Position Type and Expected Hours of Work

This is a full-time position, 32 hours per week, and hours of work and days are Monday through Friday; start and end time will be mutually agreed upon with one day having an end of day schedule. Occasional evening and weekend work may be required as job duties demand and schedule will be adjusted to accommodate hours.

Travel

Travel is primarily local during the business day, although some out-of-the-area and overnight travel may be required throughout the year.

Required Education and Experience

1. Master's Degree
2. Licensed by the State Board of Behavioral Sciences

Preferred Education and Experience

1. Two (2) years of supervised social work experience in a health care setting, working directly with individuals.

Additional Eligibility Qualifications

1. Must be able to function independently and have flexibility, personal integrity and the ability to work effectively with residents, staff and support agencies.
2. Must be able to relate to and work with ill, disabled, elderly, children, emotionally upset and at times hostile people within the facility.
3. Must possess the ability to make independent decisions when circumstances warrant such action.

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 to fit the needs of this position and BACHC.

Signatures

This job description has been approved by all levels of management:

Manager_____Date_____

HR_____Date_____

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee_____ Date_____