



Job Position	Behavioral Health Clinician
FLSA Status	Non-Exempt; Salaried
Job Status	Regular, Full-Time
Program Site	Women’s Hearth, Miryam’s House
Reports To	Program Director – Women’s Hearth
Salary Scale	P43 (\$29.50-\$48.76)
Job Summary	This position builds relationships with Transitions’ program participants and provides counseling and care coordination, care plan development and implementation, risk assessment and management, and assessment of progress for participants experiencing poverty, homelessness, and trauma.
Essential Position-Specific Duties	<ol style="list-style-type: none"> 1. Assesses initial participant treatment needs and formulates appropriate diagnosis. Provides treatment to participants with more complex or multiple diagnoses. Performs intake sessions with participants and completes Integrated Biopsychosocial Assessment. Refers when appropriate and documents each referral. 2. Develops treatment plans, incorporating standard practice guidelines for each diagnosis. Provides therapy, supportive therapeutic counseling, and education to assigned individuals or groups. 3. Applies therapeutic treatment models, such as behavior modification, cognitive behavioral therapy, and brief therapy during counseling sessions. 4. Responds to crisis situations by assessing urgency and needs and obtaining appropriate services, such as utilizing standard screening instruments to assess suicidal potential. Responds to staff requests for assistance in crises. 5. Promotes mental health resilience and wellbeing to each participant on a regular basis, determining the quality and effectiveness of the services provided. 6. Develops cross system plans and collaborates with other community professionals in the treatment of individuals. Participates in various community meetings, such as schools, courts, Department of Health, Department of Corrections, and other health care providers. 7. Completes encounters and associated documentation, including coding and billing for Medicaid, if applicable. 8. Measures change and adjusts treatment as needed, using appropriate screening tools.

	<ol style="list-style-type: none"> 9. Enters documentation into the medical records according to <i>Transitions</i>' policies and procedures. 10. Educates and collaborates with <i>Transitions</i> staff to deliver Behavioral Health interventions effectively and appropriately. 11. Performs clinical responsibilities in alignment with professional organizations and with all state and federal regulations and pertinent regulatory bodies. 12. Keeps apprised of best practices and education, via trainings and continuing education opportunities. 13. Performs other related duties as required or assigned.
Key Responsibilities	<ul style="list-style-type: none"> • Arrive on time and ready to work assigned schedule. • Interact with co-workers, other professionals, and all interested parties in a professional manner. • Take direction, interact and maintain open communication with supervisor. • Coordinate and cooperate with supervisors and co-workers. • Comply with company policies and procedures. • Work in a collaborative team environment with multiple demands.
Job Competencies	<p>Integrity and Trust: Is truthful and honest. Is willing to admit mistakes and does not misrepresent self for personal gain.</p> <p>Decision Making: Makes well-informed, effective, and timely decisions, even when data is limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions.</p> <p>Strategic Thinking: Formulates objectives and priorities, implementing plans consistent with the long-term interest of the organization.</p> <p>Planning: Determines the length and difficulty of tasks and projects. Breaks down work into process steps. Develops schedules and anticipates problems or roadblocks.</p> <p>Organization: Can arrange resources and information in a useful manner to accomplish goals.</p> <p>Partnering: Collaborates across programs to build relationships and achieve common goals. Utilizes mediation and conflict resolution skills to build consensus.</p>
Minimum Education, Experience and Training	<p>Required:</p> <ul style="list-style-type: none"> • Education: Master's Degree in Social Work, Psychology, Counseling, or related field. • State licensure as a LPC, LMFT, LCSW, LMSW, or similar, in good standing. • Experience: Two years' experience postgraduate/master's experience in the direct treatment of persons with mental illness or emotional disturbance; such experience must have been gained under the supervision of a mental health professional (Washington State designation as a Mental Health Professional (MHP) may be substituted for this experience requirement); experience working with disadvantaged populations, including but not limited to people experiencing homelessness, mental health conditions and substance use disorders.

	<ul style="list-style-type: none"> ● Licenses/Certificates/Registration: Current Cardiopulmonary Resuscitation (CPR)/First Aid certification (or obtained within 45 days of employment). ● Agency Affiliation with the Washington Department of Health to be obtained within 30 days of hire. ● Ability to pass the following Background Checks: <ul style="list-style-type: none"> ▪ Not listed on the Medicaid Exclusion List ▪ Washington State Patrol (WATCH) Criminal History Search ▪ Complete Driving Record Check ● Active Driver’s license in good standing, insurance, and/or access to reliable transportation for regular travel to satellite sites.
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While this job description is an accurate reflection of the job requirements, management reserves the right to modify, add or remove duties from particular jobs and to assign other duties as necessary. This job description does not represent a contract for employment.

Employee Signature:

Date: