



JOB DESCRIPTION

JOB TITLE: Behavioral Health Provider
EXEMPTION STATUS: X Exempt Non-Exempt
REVISED DATE: 10/2023

SUMMARY: The Behavioral Health Provider plays a pivotal role in our healthcare organization, offering specialized therapeutic interventions for both same-day and scheduled patients facing a wide array of conditions. This position involves providing comprehensive clinical patient care, maintaining meticulous clinical records, this role involves active participation in program evaluation, quality improvement, and research projects, along with educating and training care team members. The provider also plays a critical role in supporting the well-being of providers and staff to reduce burnout and enhance job satisfaction.

Title and pay grade dependent upon education and licensure.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Provides focused therapeutic interventions for same-day or scheduled patients interventions and consultations for a wide range of conditions like depression; substance abuse; and behavioral self-management of chronic diseases like HIV and diabetes.
- Provides clinical patient care including psychoeducation, assessment, diagnosis clarification, crisis intervention, brief interventions, and motivational interviewing.
- Provides a range of services including screening for common conditions, assessments, and therapeutic interventions.
- Maintains a visible presence in the clinic and attends clinic/department meetings.
- Provides consultation and same day feedback to the primary care and medical teams as requested.
- Conducts risk assessments and crisis intervention.
- Administers, scores, and interprets screeners for common presenting problems.
- Triage patients with severe or high-risk behavioral health problems and places referrals or initiates care coordination as clinically indicated.
- Documents progress notes in the health record outlining assessment findings, interventions delivered, and recommendations made to the primary care or medical team.
- Assists in the development of clinical pathways and groups as needed.

- Maintains clinical records and other necessary paperwork in a timely manner to comply with all administrative regulations.
- Provides assistance in capturing program evaluation and fidelity measures as needed.
- Participate in the implementation and dissemination of quality improvement and research projects, as assigned.
- Participates in education and training of care team members.
- Engages as a member of the ETSU Institute for Integrated Behavioral Health.
- Supports the well-being of providers and staff to reduce burnout and increase joy in work.

The Behavioral Health Provider will report to the Director of Behavioral Health- Internal Medicine. The Director will provide support, training, and mentorship to the Behavioral Health Provider as needed. The Institute for Integrated Behavioral Health is another source of support, continuing education, and networking for the Behavioral Health Provider. The Behavioral Health provider is eligible for clinical instructor appointment within the College of Medicine.

EDUCATION and EXPERIENCE:

Education (Need to have 1 of the following)

1. Master's Degree in Social Work from an accredited institution plus active Tennessee licensure or license eligible for independent practice as a Licensed Clinical Social Worker (LCSW) and ability bill insurance.
2. Master's Degree in Counseling from an accredited institution plus active Tennessee licensure or license eligible for independent practice as an LPC with Mental Health Counseling designation and ability to bill insurance.
3. Doctoral Degree in Psychology from an accredited institution plus active Tennessee licensure or license eligible in the state of TN with ability to practice independently and bill insurance.

Experience

- Preferred experience in team-based care and healthcare settings
- Preferred experience supervising graduate student learners in behavioral health fields.

QUALIFICATION REQUIREMENTS:

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 accommodation may be made to enable individuals with disabilities to perform the essential functions of this job.

LANGUAGE SKILLS: Ability to read, analyze, interpret, and comprehend instructions (whether written or verbal), correspondence, professional journals, and technical procedures. Ability to compose correspondence and documentation. Ability to effectively present information and respond to questions in one-on-one and small group situations to patients, third parties, and other employees of the organization; whether in person or on the telephone.

Ability to respond to inquiries in a manner that the respondent can comprehend. Ability to respond effectively to the most sensitive inquiries, complaints, and situations.

MATHEMATICAL SKILLS: Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and other routine mathematical functions.

REASONING ABILITY: Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions and deal with several abstract and concrete variables. Ability to apply common sense, in difficult situations.

OTHER SKILLS AND ABILITIES: Ability to establish and maintain an effective working relationship with faculty members, staff, patients, and other third parties. Ability to operate computer, keyboard, and printer. Ability to concentrate under high demands and listen effectively. Must have good judgment and problem-solving skills. Ability to organize tasks, work as a team member and/or independently using sound Clinical Social Worker skills with a variety of professional disciplines.

WORK ENVIRONMENT: The work environment characteristics are representative of those and employee encounters while performing the essential functions of this job within a standard clinical office or outpatient setting. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually quiet. Exposure to communicable disease, blood, body fluids, hazardous chemicals, and sharp instruments. Exposure to injury from patients or equipment.

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 if the corporation is made aware of the disability.

While performing the duties of this job, the employee is regularly required to stand, walk, sit; use hands and fingers to handle or feel objects; reach with hands and arms; and talk or hear at normal ranges within the setting. The employee occasionally is required to bend, stoop, kneel, crouch, and/or crawl. The employee is occasionally required to climb or balance.

The employee must occasionally lift, carry, and/or move up to 25 pounds. Specific vision abilities required by this job include depth perception and the ability to adjust focus. Rapid mobility may also be required on occasions.

Stress level may be high due to frequently dealing with life and death situations, physicians, families, and other healthcare providers. Demands concentration and the ability to work in emotionally charged situations.

DISCLAIMER: The above statements and performance expectations are intended to describe the general nature and level of work by individuals assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties, skills, and abilities required by personnel so classified.

I have received information regarding ETSU Physicians & Associates Policies and Procedures and understand how to access them on-line.

I understand and agree that in the performance of my duties as an employee of ETSU Physicians & Associates, I must hold information of a confidential nature in the strictest of confidence. I must not use or disclose any Protected Health Information other than as permitted by HIPAA requirements. I understand that any violation of the HIPAA policies may result in disciplinary action, which may include termination.

Management has the right to revise this job description at any time. The job description is not a contract for employment, and either you or ETSU Physicians & Associates may terminate employment at any time, for any reason.

By signing below, I acknowledge that I have reviewed this job description and will comply to the best of my ability.

Employee Signature

Date

Supervisor's Signature

Date

Human Resources Director

Date