



JOB DESCRIPTION

JOB TITLE: Clinical Social Worker/Behavioral Health Consultant-Pediatrics

EXEMPTION STATUS: X Exempt Non-Exempt

REVISED DATE: 01/2022

SUMMARY: Under supervision of the Clinic Director and with guidance and support from the Director of Behavioral Health, a Clinical Social Worker provides evidence-based consultation, assessments, and brief interventions within the pediatric primary care practice serving patients and families. The position also coordinates a robust resource management program, connecting families to relevant community agencies to address social determinants of health. This position functions as a member of the Behavioral Health and Resource team, which provides integrated services in the clinic. Professional development, mentoring, and training is provided by the ETSU Institute for Integrated Behavioral Health. The position is approximately 80% patient care, 15% program development/teaching/supervision of students and 5% Institute for Integrated Behavioral Health.

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

- Provide brief and targeted same-day interventions and consultations for a wide range of conditions in pediatric primary care (mental, behavioral, developmental, social), consistent with the Primary Care Behavioral Health model.
- Develop and oversee resource management program for the clinic, to screen for and address family's social determinants of health
- Supervise and train social work students (potentially bachelors, and first and second year master's level) in the clinic
- Provide services on a team with other Behavioral Health Consultants
- Build strong connections with a variety of community resource and social service agencies (e.g., DCS, Youth Villages, Frontier Health, Health Connect, Omni, Camelot, Family Justice Center, food banks, shelters) and facilitate referrals to these agencies.
- Participate in the clinical teaching of medical students, residents, psychology students, and other students
- Participate in department committees that may involve planning and development of programs and services.
- Engage as an active member of the ETSU Institute for Integrated Behavioral Health

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

- Skilled at implementing evidence-based brief psychological and behavioral interventions including cognitive behavioral therapy, parent training, motivational interviewing and self-management support of psychological and medical conditions.
- Ability to establish therapeutic relationships with people of diverse backgrounds.
- Ability to utilize assessment information and collateral information to conceptualize patient psychopathology.
- Understanding of the interrelationship between medical and psychological systems and their impact on health.
- Experience in documenting clinical activities in a comprehensive, clear, concise fashion on a same day basis.
- Skill in efficiently organizing time so that unscheduled, same day services are routinely available to care team members.
- The ability to exercise sound judgment in appraising situations and making decisions regarding complex physical and behavioral health treatment issues in consultation with the primary care teams.
- Skill in developing effective working relationships with peers, supervisors, and professionals in related disciplines.
- Ability to manage complex personal interactions.
- Strong written and verbal communication skills.
- Ability to maintain confidentiality regarding patient care information and chart contents as use of patient record and privacy of individuals must be protected to the fullest.
- Ability to maintain documentation in compliance with State, Federal, Professional and Ethical guidelines.
- Must be able to perform the essential functions of the position with or without accommodation.

EDUCATION AND/OR EXPERIENCE: Master's degree from an accredited institution. Must be licensed in the State of Tennessee according to licensure rules and regulations. LCSW or accruing hours towards an LCSW.

PREFERRED

- Experience in team-based care within a primary care setting.
- Experience supervising social work interns
- Brief short-term therapy strategies and resource management skills

Training and mentorship will be provided in learning the Primary Care Behavioral Health model of service delivery.

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.

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