



Job Title: Licensed BHP	Reports To: BH Program Manager
Department: Behavioral Health	Position Number:
FLSA: Exempt	Employment Type: Full-Time

MISSION STATEMENT: Clínica Tepeyac’s mission is to inspire health, wellbeing and humanity in our community, through all of life’s stages.

Now in its 25th. year, Clínica Tepeyac is a community health center providing integrated physical and behavioral health care to almost 5,000 individuals from across the Denver metro area annually. Clínica Tepeyac has distinguished itself as a dynamic organization dedicated to eliminating health disparities, with a particular strength serving Latino and immigrant communities. Clínica Tepeyac maintains an unwavering commitment to high quality patient care and continual quality improvement, and to treating each patient with the highest level of respect and compassion.

JOB SUMMARY:

Behavioral Health Provider: Provides health consultation, brief assessment, prevention and education, and therapeutic interventions to children, adolescences, adults, families and couples within their medical home to improve psychosocial functioning. Provided clinical mentorship to Master’s and Doctorate level interns. Work closely with Manager of Behavioral Health to develop, implement, and/or refine Behavioral Health Program initiatives.

A. MINIMUM QUALIFICATIONS:

1. Education:

- Masters or Doctoral degree in Counseling Related Field. Marriage and Couples Counseling preferred.

2. Experience:

- A minimum of 1 year post-licensure treating clients with psychosocial issues.
- Three to five years of experience working with children, adolescents, families and couples.
- Excellent knowledge of behavioral medicine and evidence-based treatment for medical and mental health conditions.
- Experience collaborating with a Multidisciplinary team.
- Familiarity with a primary care/pediatric environment is a plus.

3. Language:

- Oral and written fluency in English and oral fluency in Spanish required.

4. Certification/Licensure/Registration:

- Valid Driver's License.
- Licensure required: LPC, LMFT, LCSW or Licensed Psychologist in the State of Colorado. LMFT or LCSW preferred.

5. Supervision:

- Interest in supervision and mentoring.
- Help support learning and case consultation for other licensed providers, unlicensed BHPs or Interns.

6. Ideal Candidate: Will have strong initiative and the passion to advocate and provide healthcare to the underserved. Ability to work flexible hours, including some evenings and Saturday mornings. Thinks creatively and is open to working in common works spaces.

B. ESSENTIAL DUTIES & RESPONSIBILITIES:

1. Evaluate crisis situations and apply appropriate interventions.
2. Provides psychotherapy to individuals, families and couples.
3. Assess clients to determine appropriate level of treatment in accordance with relevant ethical and legal standards.
4. Provides services appropriate to the age-specific needs of all patients in accordance with the principles with the principles of growth and development for infant, child, adolescent, adult and geriatric life cycles.
5. Conducts mental health screenings utilizing standardized instruments.
6. Provides PCP-initiated consultation services that may include differential diagnosis, psychoeducation, brief intervention, referral for further treatment, etc.
7. Consults with and advises other health care team members on the methods of assisting patients and their families in overcoming social and emotional difficulties which may prevent effective health care.
8. Teach patients, families, and staff care, prevention and treatment enhancement techniques.
9. Follow procedures for the electronic health records system for accurate and timely clinical documentation consistent with organizational standards.
10. Manages psychosocial aspects of chronic and acute diseases.
11. Facilitates groups such as, but not limited to, parenting, marital relations and or stress management.
12. Creates written material for use in psychoeducation of patients referencing established, peer reviewed, and evidenced based practices.
13. Participates in team meetings, in-services and supervisory sessions as required.
14. Performs other duties as assigned.

Knowledge, Skills & Abilities:

Knowledge, Skills and Abilities BHP –

- Familiarity with the DSM V and diagnostic techniques
- Knowledge of methods of assessment and psychotherapy. Ability to assess crisis situations and intervene appropriately.
- Cross-systems relationship development skills
- Ability to work on a strength based and client centered perspective: focus on what people can do, not on what they can't do.
- Knowledge and understanding of trauma-informed care principles/practices.

Knowledge, Skills and Abilities General –

- Ability to execute work plans independently and with flexibility
- Ability to multitask, prioritize work and meet deadlines.

- Creative and positive approach to communication and problem solving.
- **Respect**- Values culturally competent approach to working with low income and ethnic minority communities is a must.
- **Teamwork** – Contributes to building a positive team spirit; puts success of the team above own interest; supports everyone’s efforts to succeed; must be able to work well in multidisciplinary team settings
- **Customer Service** – Strong customer service skills exhibited in excellent, unbiased and culturally appropriate customer service to patients and the community; ability to handle difficult and angry people constructively; savvy enough to interact with physicians and clients
- **Interpersonal Skills** – Must have excellent written and verbal communications skills and presentation skills; focuses on solving conflict in cooperative manner, not blame; keeps emotions under control
- **Cost and Time Consciousness** – Must know how to manage time and prioritize activities
- **Diversity** – Shows respect and sensitivity for cultural diversity
- **Ethics and Professionalism** – Treats people with respect and consideration regardless of their status or position and is accountable for own actions
- **Organizational Support** – Follows policies and procedures established by Clínica Tepeyac; visible to staff, offering support and modeling service behaviors and concern resolution process
- **Safety, Confidentiality and Security** – Observes safety and security procedures; reports potentially unsafe conditions; uses equipment and materials properly. Maintain a secure and trusting environment as required by the Health Insurance Portability and Accountability Act (HIPAA).
- **Attendance/Punctuality** – Is consistently at work and on time, which is predetermined between the employee and the person(s) he/she reports to.
- **Engagement** – Required to attend and participate in two organizational fundraiser events per year.

C. PHYSICAL AND MENTAL REQUIREMENTS:

Physical and Mental Requirements: Place the appropriate “Amount of Time” code for each of the following: 0 = None; 1 = less than 1/3; 2 = 1/3 to 2/3; and 3 = more than 2/3			
PHYSICAL: 1 Lifting < 10 lbs. - Light 1 Lifting 10 - 20 lbs. - Light-Med 0 Lifting 21 – 40 lbs. - Medium 0 Lifting 41 – 80 lbs.- Med Heavy 0 Lifting 81 – 120 lbs. - Heavy 0 Lifting > 120 lbs. – Very Heavy 0 Pushing/Pulling < 20lbs 0 Push/Pull 20 – 50 lbs. Other: Describe:	ACTIVITIES: 2 Sitting 2 Standing 1 Bending 0 Kneeling 0 Squatting 1 Walking (Distance) 2 Climbing (Steps, etc.) 1 Reaching (overhead, extensive, repetitive)	MENTAL/SENSORY: 3 Strong Recall 3 Reasoning 3 Problem Solving 3 Hearing 3 Seeing/Sight 3 Talk/Speak Clearly 3 Write legibly 3 Reading 3 Concentration 3 Logical Thinking	EMOTIONAL: 3 Fast pace environment 2 Steady pace 3 Able to handle multiple priorities 3 Frequent & intense customer interactions 3 Able to adapt to frequent change 3 Works under deadlines 3 Process complex info 3 Works as part of a team

ENVIRONMENTAL REQUIREMENTS:

Environmental Requirements: Place the appropriate “Amount of Time” code for each of the following: 0 = None; 1 = less than 1/3; 2 = 1/3 to 2/3; and 3 = more than 2/3			
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<ul style="list-style-type: none"> <input type="checkbox"/> Blood and body fluids <input type="checkbox"/> Biohazards (e.g., bacteria, funguses, viruses) <input type="checkbox"/> Radiation (ionizing, laser, microwave) <input type="checkbox"/> Toxins, cytotoxins, poisonous substances <input type="checkbox"/> Chemicals <input type="checkbox"/> Hazardous materials other than blood and body fluids <input type="checkbox"/> Communicable disease <input type="checkbox"/> Combative situations 	<ul style="list-style-type: none"> <input type="checkbox"/> Working Outdoors <input type="checkbox"/> Hot, cold, wet surroundings <input type="checkbox"/> Dust, fumes, gases, mist, powders <input type="checkbox"/> Loud or unpleasant noises <input type="checkbox"/> Electrical hazards <input type="checkbox"/> Grease and oil <input type="checkbox"/> Vibration <input type="checkbox"/> Heights <input type="checkbox"/> Moving mechanical parts <input type="checkbox"/> Wear protective clothing/equipment <input type="checkbox"/> Use hand or power tools <input type="checkbox"/> Operate vehicles/machinery 	<p>DAILY ACTIVITIES?</p> <ul style="list-style-type: none"> <input type="checkbox"/> Continuous keyboard use >2 hrs or intermittent keyboard use > 4 hrs <input type="checkbox"/> Performance of same motion/ motion pattern every few seconds greater than 2 hours at a time <input type="checkbox"/> Vibrating or impact tools/ equipment greater than a total of 2 hrs <input type="checkbox"/> Forceful hand exertions greater than a total of 2 hours
Type of protective clothing, equipment, hand or power tools, vehicles and machinery used:		

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

This position description has been reviewed with me and I fully understand and agree to the above.

Employee Signature

Date