
Behavioral Health Clinician

WFMC Health is a 501(c) (3) non-profit medical clinic in Salem, OR, providing primary, specialty and behavioral healthcare services to a diverse population of patients residing in Marion and Polk Counties. WFMC Health's Behavioral Health Department is committed to evidenced based practices and timely mental health treatment services for established patients. Our Behavioral Health (BH) department is twofold: Behavioral Health Consultations (BHC) and Brief Therapy (BT). Medical providers and support staff utilize clinicians in the BHC role for collaboration on patient care and for consultations on difficult mental health issues. While in the BHC role, a clinician is given opportunities during medical visits to offer behavioral recommendations and open the door to further mental health treatment. The clinician may enroll patients in BT services to provide psychotherapy with an integrated focus.

Position Requirements:

Essential Duties and Responsibilities: Please note that duties include but are not limited to the following:

Behavioral Health Consultations (BHC)—These essential responsibilities are performed within the context of collaboration and coordination of the patient's primary care team. Patient visits occur through "warm hand-offs," referrals from medical provider's/care management team/multidisciplinary meetings, and self-referral.

- Collaborates and assists medical providers and other health care team members in recognizing and treating emotional, behavioral, and mental health disorders (including substance abuse and dependence disorders).
- Provide goal-oriented consultations and interventions to address mental health, behavioral health, and co-morbid physical conditions.
- Experience working across the lifespan/all ages
- Assess at-risk patient's and provide appropriate intervention services which includes, but is not limited to, establishing a safety/recovery plan, coordination with patient's support team, and referrals to crisis resources (Mobile Crisis Response Team, Psychiatric Crisis Center, 988 Suicide & Crisis Lifeline, and inpatient substance abuse treatment).
- Work collaboratively with Behavioral Health Patient Care Coordinator (BHPCC) to refer patients to the continuum of care available within WFMC Health and the community e.g. in-house BT services, outpatient long-term therapy, medication management services, and outpatient substance abuse treatment.
- Provides and supports patient education.

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- Provides short-term problem-focused therapeutic modalities based on clinic need, patient demand, and clinician availability, following initial consultation. Services are generally provided in 20-40 minute sessions.
 - Facilitates referral and coordinates with Care Management team to address patient social determinants of health needs.
 - Coordinates with the primary health care team in holistically addressing the needs of patients with chronic, psychological, social, security, substance use, and/or physical conditions.
 - Attends and participates in ongoing monthly meetings such as all staff meeting, BHC team meeting, multidisciplinary meeting, BHC community of practice meeting, and Marion/Polk integrated behavioral health consultants.
 - Provides psychiatric diagnostic evaluations based on primary care team needs e.g. such as PCP requiring MH diagnosis prior to prescribing psychiatric medication.
 - Accurately records psychological and behavioral health histories, assessment, diagnosis, interviews, safety planning, ongoing care, and referrals in the electronic medical record according to established protocols.
 - Works to deescalate inappropriate patient behavior and crisis situations.
 - Performs risk assessments (psychotherapy for crisis), and collaborates with patients support team, and external agencies when needed to assure patient safety.
 - Performs other related duties as assigned.

Additional Duties—may include the following:

- Provides short-term group therapy focused on patient education (8-12 sessions) for smoking cessation, intuitive eating, anger management, depression, chronic illness management, and/or other identified topics based on clinic need and patient demand.

Brief Therapy (BT)—Provide mental health therapy for up to 9-months to patients diagnosed with mild to moderate mental health diagnosis. Clinician will work closely with other therapist, BHPCC, case management, prescribers, and supportive community providers as needed. Services are delivered according to OARs.

- Provides mental health assessments, including assessing mental health and/or behavioral symptoms using a variety of standard assessment tools, individual functioning skills, determining treatment needs, developing individualized treatment plan, developing crisis prevention plans, and directing provisions of treatment services.

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- Provide individual therapy to patients using a variety of evidence-based practices as clinically indicated, which may include Cognitive Behavioral Therapy (CBT), Dialectical Behavioral Therapy (DBT), Solution-Focused Brief Therapy (SFBT), Collaborative Assessment and Management of Suicidality (CAMS), Collaborative Problem-Solving (CPI), and Motivational Interviewing (MI).
 - Provides crisis assessment and specific intervention services, including development of safety/crisis plans, and suicide & self-harm risk assessments with some oversight.
 - Determine individual service needs and refer to appropriate services including in-house referrals with BHPCC and CM.
 - Provide minimal case management referrals to appropriate community based programs when needed.
 - Maintain accurate and timely clinical documentation in accordance with Federal, State, County, and BH program requirements under the direction of the programs supervisors.
 - Meets performance expectations for time and billing standards.
 - Works with a team of clinicians and supervisors for clinical supervision, treatment planning, BH program meetings, agency meetings, and trainings.
 - Other job duties as assigned by program supervisors.

Knowledge, Skills, and Abilities:

Working knowledge of community mental health concepts and/or chemical dependency case management and treatment services; individual assessment, treatment planning and treatment protocols; mental health disorders and diagnostic classifications.

Ability to establish positive working relationships with other employees, individuals and their families, other agencies, and the public; prepare concise and complete clinical documentation related to individual treatment and progress in services in a timely and professional manner; work within a team and collaborate with team members; knowledge of and ability to act professionally with regard to a code of ethics and confidentiality.

Qualifications:

1. **REQUIRED:** Master's or Doctoral degree in a specific professional field related to the position and an active Oregon license (PsyD/PhD/LCSW/LPC); **OR**
2. Master's or Doctoral degree in a specific professional field related to the position and eligible to be licensed in Oregon as a practicing mental health provide(PsyD/PhD/LCSW/LPC).

Preferred, but not required:

- Bilingual in English & Spanish
- Experience and interest in women's health
- Experience with chronic disease
- Cultural humility and experience working with diverse populations
- Previous experience working in a primary care/medical setting or community mental health
- Knowledge of program development & assessment

Supervision and Support: Works under supervision of BH program supervisors.

Physical Requirements: This is largely an office-based position. The physical requirements described are representative of those needed to successfully perform the essential duties of the position. Reasonable accommodation will be made to allow otherwise qualified candidates to perform these functions.

- Speaking and hearing sufficient to communicate effectively by telephone, video, or in-person at normal volumes.
- Vision adequate to read documents, computer screens, and forms.
- Ability to move around the clinic throughout the day to meet patients in exam rooms and meet with other members of the health care team in various locations.
- Ability to sit or stand for extended periods of time.
- Ability to use keyboard and view computer screen for extended periods of time.
- Carry items weighing up to 10 lbs.
- May work in heat, cold, noise, dust or uneven areas in rare circumstances.

Benefits:

- 401 (k)
- Flexible schedule
- Health insurance
- Paid time off

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- Professional development assistance
 - We offer LCSW and LPC licensure supervision
 - We are an approved site with the Behavioral Health Loan Repayment Program (BHLRP)

Language:

- Spanish (Preferred)

Work Location:

- One location

Company's website:

- www.wfmchealth.org

Benefit Conditions:

- Only full-time employees eligible

Work Remotely:

- No

Job Type: Full-time

Salary: \$60,000.00 - \$100,000.00 per year

Schedule:

- Day shift

Ability to commute/relocate:

- Salem, OR 97301: Reliably commute or planning to relocate before starting work (Required)

Work Location: In person

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