

HUMBOLDT SENIOR RESOURCE CENTER
Job Description

JOB TITLE: Behavioral Health Clinician
DEPARTMENT: Behavioral Health
REPORTS TO: Director of Social Services
FLSA STATUS: Non-Exempt/Hourly
APPROVED: December 2021

JOB SUMMARY: Provides direct behavioral health services to community members aged 55 and older, including comprehensive assessment, treatment planning, and individual and/or group therapy.

ESSENTIAL DUTIES AND RESONSIBILITIES:

1. Provides comprehensive clinical assessments of therapeutic needs for participants.
2. Develops therapeutic treatment plans and establishes goals.
3. Provides behavioral health counseling in homes, community, and/or office settings.
4. Presents and communicates treatment plan goals with Interdisciplinary/Multidisciplinary Team(s) (I/MDT), participants, family members, and/or caregivers as necessary.
5. Participates in group and individual supervision and program meetings as necessary.
6. Maintains current, accurate, and timely written progress notes and other documentation.
7. Provides participant and/or family with individualized counseling sessions and may develop and lead group sessions as required to ensure continuation of the treatment plan.
8. Makes recommendations to I/MDT and/or other members of participant care teams such as healthcare and social service providers, for assessment, treatment, ongoing treatment, and/or diagnosis of behavioral health needs.
9. Refers participants and families to appropriate community services and acts as a liaison and/or advocate with community organizations.
10. Consults and collaborates with agency employees regarding the relationship of social, emotional, and cultural factors to health and medical care, and to the availability of social services in the community.
11. Promotes and demonstrates respect for participant rights including dignity, self-determination, access to care, confidentiality, and independence.
12. Participates as appropriate in activities that link Humboldt Senior Resource Center to the community.
13. Effectively collaborates with employees and stakeholders to meet goals toward the further success of the Behavioral Health program.
14. Participates in the process of teaching, training, and mentoring student interns working within the program area.
15. Acts in a manner consistent with agency values.
16. Other duties as assigned.

EDUCATION &/or EXPERIENCE:

1. Valid intern registration with the California Board of Behavioral Sciences (ASW/AMFT) required.
2. Valid registration as a Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist (LMFT) preferred.
3. One (1) year of behavioral health experience required; five (5) years preferred.
4. One (1) year of experience working with a frail or elderly populations preferred.

LICENSES OR CERTIFICATES:

1. Valid intern or licensed registration with the California Board of Behavioral Sciences (LCSW/ASW or LMFT/AMFT).
2. Valid California Driver's License and personal auto liability insurance required. Must have a personal vehicle in good driving/operating condition, insured for State minimum liability requirements that can be used for the applicable job functions noted above.

PRE-SCREENING REQUIREMENTS:

1. Requires clearance of a DOJ and FBI criminal history background check, pre-employment physical, and PPD skin test.
2. Motor Vehicle Report verification required.

JOB SKILLS:

1. Knowledge of clinical therapeutic principles and practices, including diagnostics in accordance with the DSM-V, trauma-informed care, psychometric assessment measures, and evidence-based counseling techniques.
2. Behavioral health and therapeutic treatment knowledge and skills necessary to facilitate and coordinate services.
3. Ability and interest to work with the frail, elderly, and disabled adults to enhance and encourage their independence.
4. Ability to function effectively within a multi-service, community-based nonprofit agency.
5. Ability to comply with program requirements and applicable government regulations.
6. Sound verbal and written communication skills to convey information effectively. Ability to communicate effectively and openly with other team members on participant needs.
7. Excellent interpersonal skills that result in maintaining a positive attitude, team-building, and contribute to effective work relationships.
8. Ability to use good judgment, resourcefulness, flexibility, and problem-solving skills.
9. Ability to work independently and effectively within diverse teams.
10. Strong administrative and organizational skills.
11. Ability to prioritize and complete duties within an agreed upon time frame, adjust personal schedule as required, and adapt appropriately to changes in priorities and workload.

12. Ability to maintain a consistent level of productivity.
13. Ability to incorporate an understanding of detailed requirements in work activities.
14. Ability to develop and implement action plans.
15. Ability to collect and analyze data.
16. Ability to coordinate, advocate, and cooperate with other agencies for seniors with tact and diplomacy. Demonstrates effective social interaction with co-workers, management, and community contacts.
17. Proficiency in Microsoft Office, including Word, Excel, PowerPoint, Outlook, and relevant computer programs and software (e.g. electronic health record software, email, internet).

SUPERVISORY REQUIREMENTS:

1. This position has no supervisory requirements.

PHYSICAL REQUIREMENTS:

1. Ability to sit at a desk and interact with a computer screen for extended periods of time.
2. Hand and arm strength sufficient to operate a keyboard for several hours each day.
3. Physical abilities sufficient to move between different work areas, communicate with staff and the public, operate a computer, produce reports, talk on the telephone, and travel to other agency worksites.

ANALYSIS OF PHYSICAL DEMANDS:

Key (Based on typical week): **N**=Never; **R**=Rarely (Less than 1 hour per week); **O**=Occasional (1%-33% of time); **F**=Frequent (34%-66% of time); **C**=Constant (over 66% of time)

Activity	Frequency					Activity	Frequency				
	N	R	O	F	C		N	R	O	F	C
Lifting/Carrying						Twisting/Turning					
Under 10 lbs.				X		Reach over shoulder			X		
11-20 lbs.			X			Reach over head			X		
21-50 lbs.		X				Reach outward			X		
51-100 lbs.	X					Climb	X				
Over 100 lbs.	X					Crawl		X			
						Kneel		X			
Pushing/Pulling						Driving					
Under 10 lbs.				X		Squat		X			
11-20 lbs.				X		Sit				X	
21-50 lbs.			X			Walk-Normal Surfaces				X	
51-100 lbs.		X				Walk-Uneven Surfaces		X			
Over 100 lbs.		X				Walk-Slippery Surfaces		X			
						Stand				X	
Other											
Keyboard/Ten Key				X					X		
Fingering (Fine dexterity)				X							
Handling (grasping, holding)				X							
Repetitive Motion-Hands		X									
Repetitive Motion-Feet	X										

The above statements are intended to describe the general nature of work performed. They are not to be considered an exhaustive list of all job tasks performed. The agency reserves the right to change job descriptions, work hours or work sites as required by the program.

The Humboldt Senior Resource Center is a private, non-profit, multi-purpose senior center providing a continuum of social and health related services. The agency currently holds contracts with the California Department of Aging and Area One Agency on Aging.

The Humboldt Senior Resource Center is an equal opportunity employer. We will not unlawfully discriminate against qualified applicants or employees with respect to any terms or conditions of employment based on race, color, national origin, ancestry, sex, sexual orientation, age, religion, physical or mental disability, medical condition, pregnancy, breastfeeding, gender identity, marital status, citizenship status, military or veteran status, genetic information, or other basis protected by applicable Federal or State law.

Employee Signature

Date