

Health District

OF NORTHERN LARIMER COUNTY

Position Description

Position Title Behavioral Health Provider – Child, Adolescent, and Young Adult Connection (CAYAC)

Salary Level/Grade BHP

Position Overview

The Behavioral Health Provider is responsible for responding to the needs presented by clients through telephone, walk-in, or making an appointment for mental health assistance. The Behavioral Health Provider will have a specific focus on providing assessment, crisis intervention and outreach/connection to community services.

The Behavioral Health Provider is often the first-person clients talk to when considering behavioral health services. Clients may present in crisis or may need general behavioral health information; referral to providers and/or agencies meeting specific sets of criteria; in-depth care coordination; linkage to low-cost services; assistance in working with third-party insurers; brief intervention; and/or help with decision making and overcoming obstacles to care. The Connections Program works with the full range of clients, from those needing basic support and information to those experiencing chronic mental health challenges. The position is with the CAYAC team to work with children, adolescents, parents/caregivers, and families.

To be successful, the Behavioral Health Provider must possess clinical mental health and substance use treatment and assessment skills.

Supervision and Fiscal Responsibilities

No direct reports or fiscal responsibility.
May provide guidance and coach others.

Examples of Duties

- Performs initial client intake and assessment to identify the client’s strengths, supports, risks and needs.
- Works with clients and families to determine appropriate treatment and support recommendations based off the assessment.
- Provides clients and families with ongoing education and support around presenting behavioral health issues and treatment options.
- Provides service matching referrals to meet clients identified needs and resources to connect them to appropriate providers in behavioral health and human services.

Crisis Intervention and Management

- Provides crisis intervention and crisis management to respond to clients in need to help stabilize client.
- May perform assessment for mental health holds as necessary and facilitate the process of admission to hospital.

Brief Intervention

- Provides behavioral health intervention for appropriate clients utilizing a brief therapy and/or solution-focused approach.
- Develops and maintains appropriate treatment plan and clinical notes.

Care Coordination and Follow-Up

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- Provides care coordination to reduce barriers to improve mental, social, family, and physical functioning. May include service-planning, advocacy, research, work with others in client's treatment system, monitoring, follow-up, etc.
- Contacts clients after providing specific service to determine follow-through with plan, barriers encountered, additional client needs, and client suggestions for improvement of services.

Administrative

- Maintains accurate and up-to-date computerized information on each referral made.
- Completes and submits clinical notes in a timely manner.
- Provides Disaster Mental Health Response services as necessary.
- Performs other duties as assigned by the Connections Manager and the Behavioral Health Provider Lead.
- Develops and maintains positive, professional, and productive relationships with consumers, the public, other agencies, co-workers and supervisors.
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Qualifications

- Master's degree or higher in a behavioral health discipline.
- A Colorado unrestricted license in a behavioral health profession and/or addiction counseling licensure. Licensures include LAC, LCSW, LMFT, or LPC.
- A minimum of three years clinical experience in a behavioral health setting is required.
- Experience working with children, adolescents, parents, and families is desired.
- Three or more years of experience working in community mental health, social work, or another clinical field is desired.

Knowledge, Skills, & Abilities

- Experience working with diverse populations, including severe and persistently mentally ill clients and those with limited resources is desired.
- Ability to work with and be sensitive to the needs of those with physical and mental health conditions.
- Ability to effectively interact, work, and develop meaningful relationships with people of diverse backgrounds, including cultural, beliefs, customs, socioeconomic status, abilities, genders, and gender identities.
- Ability to maintain confidentiality with protected client information.
- Ability to develop and maintain positive, professional, and productive relationships with agencies, therapists, co-workers, and clients.
- Ability to work both cooperatively, independently and in an unpredictable, often fast-paced, on-call environment.
- Ability to communicate well verbally and in writing, and to keep accurate and complete records.
- Detail oriented, excellent organizational skills, with a commitment to high-level accuracy.
- Written and oral fluency in English and Spanish language is desired.
- Basic skills in Microsoft Office Suite (Word, Excel, PowerPoint, and Outlook).

The above job definition information has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. Job duties and responsibilities are subject to change based on changing business needs and conditions.

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Work Environment

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.

- Must have close visual acuity to perform activities such as: preparing and analyzing data and figures, viewing a computer monitor, extensive reading.
- Must be able to sit or stand for prolonged periods.
- Must have eye-hand coordination and manual dexterity sufficient to operate a computer keyboard, telephone, photocopier, and other office equipment.
- Must have the ability to move from place to place on the job.
- Must have the ability to communicate information and ideas verbally so others will understand.
- Requires reliable transportation; valid driver's license and auto insurance if reliable transportation is by personal automobile.
- Must comply with infection control policies for this position.

Equal Opportunity Employer - The Health District is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, ethnic or national origin, ancestry, age, sex, pregnancy, disability, genetic information, veteran status, gender, marital status, sexual orientation, gender identity or expression, religion (creed), political beliefs, or any other characteristic protected by federal, state, or local laws.