



Position: Integrated Behavioral Health Therapist (BHT)

Direct Supervision: Mountain Medical

Status: Exempt, Full-Time

JOB SUMMARY: Works as a member of an integrated primary care team to provide behavioral health consultation and outpatient counseling services to a diverse population within a primary care setting. The BHT provides a combination of brief, targeted interventions and short-term outpatient counseling to patients across the lifespan; shares responsibility for ensuring adequate coverage of intakes and crisis intervention within the primary care setting; and serves as a consultant for the primary care team in identifying, assessing, and making recommendations in the treatment of a variety of behavioral health and substance use disorders. The BHT will utilize skill training through psycho-education and patient education strategies to develop patient self-management, population health programs, and specific behavioral change plans for patients using best practice and brief evidence based treatment interventions. The BHT will also be responsible for coordinating patient care by linking patients to other services in the community, monitoring therapeutic clinical outcomes, and developing care plans to empower patients to accomplish improved physical and mental health.

DUTIES AND RESPONSIBILITIES: *May include the following, and other duties as assigned:*

1. Deliver individual, group, and family therapy; crisis assessment and intervention; case management; behavioral health education; and referral services to patients onsite at Mountain Medical across the continuum of care.
2. Provide brief behavioral health interventions using evidence-based techniques such as behavioral activation, problem-solving treatment, motivational interviewing, or other treatments as appropriate. Determine ongoing care based on level of clinical ability, medical, and psychosocial complexity. Refer complex cases to other behavioral health providers for longer-term care as needed.
3. Conduct patient-centered, strengths-based, culturally- and linguistically-sensitive mental health status examinations and diagnostic assessment to establish differential diagnosis and treatment plans. Monitor the administration of PHQ2/PHQ9 to all adult patients at least annually.
4. Assist Mountain Medical in providing comprehensive team-based healthcare to achieve the highest level of recovery and optimal wellness for patients, including assisting clinical team in recognizing and treating mental health disorders and psychological problems and providing training/education on behavioral health issues and Integrated Care, as requested.
5. As a member of the multidisciplinary Care Management Team, participate in clinical meetings, team huddles, quality assurance, and pre-appointment planning activities.
6. Using cognitive-behavioral methods, motivational interviewing, and mindfulness-based interventions, assess patient's readiness for change, identify barriers to care and compliance, and help address barriers to patient self-management of mental and physical

health conditions. Work with patients to identify manageable treatment goals and objectives and empower patients to manage/monitor their own health and track behavior changes.

7. Develop care plans with patients and the primary care team and appropriate goals for behavioral health conditions. Collaborate and consult with primary care physician, clinical providers, and other service agencies and therapists outside of Mountain Medical, as necessary, to coordinate patient care plans. Monitor care plan compliance.
8. Develop/maintain a working knowledge of resources within the community for appropriate referrals.
9. Attend required trainings, behavioral health conferences, and community events, as requested.
10. Identify the need for and assist in program development for groups (e.g., pain, diabetes, weight loss, insomnia, stress, grief), as required.
11. Maintain timely, clear, and concise documentation including, but not limited to, patient progress, care plans, and treatment documentation in all required systems.
12. Support efforts to collect patient service fees by following appropriate guidelines for documenting to ensure appropriate coding/billing.
13. Assume responsibility for and maintain professional licensure, certifications, and continuing education.
14. Responsible for compliance with applicable federal, state and local laws; professional practice acts and ethical guidelines; and payor contractual guidelines.
15. Responsible for keeping patient information confidential by adhering to Colorado law and Mountain Medical policies and procedures.
16. Perform other duties as assigned.

EDUCATIONAL AND EXPERIENCE/QUALIFICATION REQUIREMENTS:

- Masters level degree in one of the recognized mental health professions
- Colorado State professional license, in good standing, required (or transferrable out of state license), LCSW preferred
- 2+ years' experience treating adults, children, adolescents, and families required
- Experience in an integrated primary care setting preferred
- Prior experience working in a medical setting such as a primary care office or hospital-based setting
- Training in conducting mental health status examinations to establish differential diagnosis and treatment plans
- Clinical experience providing brief behavioral interventions to patients with chronic health conditions

- Familiarity with basic medical terminology and basic psycho-pharmacology preferred
- Experience working with diverse populations including Latino immigrants/refugees, clients of all ages and with diverse socioeconomic backgrounds and levels of educational attainments.

SKILLS AND ABILITIES:

- Possesses a working knowledge of individual, group, family, and crisis treatment approaches and their application to patients with emotional, behavioral, and substance abuse problems.
- Cultural competency such that the individual possesses a sensitivity, understanding, and expertise in caring for persons of diverse cultures.
- Patient engagement, assessment, and support skills are essential.
- Possess good understanding of human behavior; be familiar with legal issues, ethical issues, insurance regulations, and protocols for proper referral or application for various programs.
- Comfortable providing coverage across all potential age populations.
- Outstanding interpersonal and written/verbal communication skills.
- Ability to think in terms of population management using approaches such as stepped care and group psychotherapy.
- Knowledge of evidence-based behavioral assessments and interventions relevant to medical conditions.
- Ability to produce written documentation and/or electronic records of clinical work in a manner readily understood by other providers and in a manner, that meets federal, state, Mountain Medical, and TCHNetwork documentation requirements.
- Ability to summarize service themes from a variety of patient contacts and communicate suggested improvements for service delivery.
- Ability to conduct mental status exams and differential diagnoses based on DSM-V, service planning, assessment case management needs and provide relevant treatment.
- Ability to assess level of risk and make appropriate clinical judgment for resolution of patient emergencies to affect a safe outcome.
- Knowledge of psychotropic medications and medical information relevant to mental disorders.
- Ability to understand and utilize collaborative documentation when clinically justified and as requested by the patient.
- Ability to work independently as well as cooperatively and constructively as part of an interdisciplinary team.
- Knowledgeable and facile in using Motivational Interviewing, Dialectical Behavior

Therapy, and Solution-Focused Therapy.

- Must possess skills that promote excellence in flexibility, team-based care and decision making.
- Be flexible enough to deal with noise, frequent interruptions, and constant changes in scheduling.
- Offer brief, targeted interventions lasting less than 30 minutes.
- Conduct short-term, focused counseling sessions.
- Highly organized.
- Proficient computer skills (i.e., Medical Record; Microsoft Word, Excel, and Access; and Web-based applications).
- Must handle sensitive and confidential matters with the utmost discretion.
- Exercise sound judgment and decision-making.