

JOB DESCRIPTION

JOB TITLE: Behavioral Health Professional
FLSA Status: Non-Exempt (*eligible for overtime*)
PROGRAM/DEPARTMENT: Behavioral Health Services
IMMEDIATE SUPERVISOR: Supervisor of Behavioral Health Services
Last Updated: 01/01/19

POSITION SUMMARY

Assists people with behavioral health concerns to develop independent living skills and self-help skills by providing ongoing instruction/training, guidance, and modeling.

QUALIFICATIONS:

Minimum Required Formal Education, Training & Background Experience

- BHP I:** High School Diploma or equivalent is required.
3 yrs. experience providing services to children with serious emotional disturbances.
Valid Driver's License with an acceptable driving record and dependable transportation.
- BHP II:** Bachelor's degree in human services or related field
2-years' experience providing services to children with serious emotional disturbances:
OR certified in an Evidence Based Practice
Valid Driver's License with an acceptable driving record and dependable transportation.
- BHP III:** Master's Degree in human services or related field
1 year experience providing services to individuals with serious emotional disturbances:
OR certified in an Evidence Based Practice
Valid Driver's License with an acceptable driving record and dependable transportation.

Preferred Formal Education, Training & Background Experience:

Knowledge of community crisis resources and response services.
Experience with collaboration within a community System of Care.
Experience supporting individuals in education and employment.

Essential Skills and Abilities:

- Functional knowledge of basic computer applications (*i.e. word-processing, e-mail*)
- Work flexible hours, including some weekend hours.
- Complete agency and state required trainings.
- Set aside personal attitudes and deal with child and their families in a clinical, professional manner
- Be sensitive and respectful of cultural/values/lifestyle differences in families
- Maintain professional boundaries
- Communicate clearly and respectfully; in collaboration with individuals in the agency and community.
- Perform job requirements within the agency procedures and program expectations.

Physical Requirements

Regularly (*Performed 50% of time or more*): Standing; walking; driving; sitting; reading; typing; writing
Rarely: (*Performed intermittently on a monthly basis or less*): Physical moves associated with behavior management

Work Environment: Clinical/Vocational/Community settings

Duties and Responsibilities:

BHP I: Abide by employment expectations as outlined in the Employee Handbook, established procedures and training.
Promote Agency Values by performing all duties and responsibilities according to principles of Positivity, Trust, Accountability, Innovation, and Learning.
Be a positive role model for the people we serve
Read, implement and document services according to individual service plans and procedures
Carry out objectives as listed in each individual's service plan
Work effectively and independently in community setting without direct supervision
Assess, prioritize, and deal with multiple tasks effectively.
Demonstrate good judgment and initiative.
Work cooperatively as a team player with people we serve and staff
React appropriately to emergency and other atypical situations to ensure safety.
Effectively utilize training on child abuse reporting
Handle stress and potentially adversarial situations in a professional manner
Complete and submit all required documentation within the time expectations.
Expected to provide all community behavioral health services within your qualifications

BHP II: *Perform all BHP I duties:*
Provide strength based treatment planning to develop and write individualized service plans
Collaboration with Managed Care Organizations to obtain and maintain authorization of services
Expected to provide all community behavioral health services within your qualifications

BHP III: *Perform all BHP I and II duties:*
Provide Intensive Intervention level of service for individuals and their families.
Expected to provide all community behavioral health services within your qualifications

I HAVE RECEIVED A COPY OF THIS, MY JOB DESCRIPTION, AND I HAVE READ AND UNDERSTAND IT.

Print Name

Signature

Date