



THE COQUILLE INDIAN TRIBE

Job Title: BEHAVIORAL HEALTH SPECIALIST
Department: KO-KWEL WELLNESS CENTER (KWC)
Reports to: Assistant Health and Human Director for Clinical and Accreditation Services
FLSA Status: Exempt
Salary Grade: \$31.70-51.51
Location: Coos Bay/North Bend

This position is a covered position as defined in the Coquille Indian Tribe Chapter 185 Child Protection Ordinance. Candidate must pass a pre-employment drug screen and Criminal and Character Background Check.

SUMMARY OF MAJOR FUNCTIONS

Under the direct supervision of the Assistant Health and Human Director for Clinical and Accreditation Services, the Behavioral Health Specialist provides behavioral health consultation to children, adolescents, adults and families in order to improve psychosocial functioning.

ESSENTIAL DUTIES and RESPONSIBILITIES

1. Creates, develops and nurtures culturally-appropriate interactions and connections with each other, patients and the community.
2. Provide brief psychosocial interventions, assessments and diagnosis of patients as a member of the Primary Care Team.
3. Provide effective treatment planning and assisting clients in successfully achieving goals.
4. Evaluate crisis situations and apply appropriate interventions.
5. Actively participate in meetings that support the Coquille Indian Tribe's Integrated Health Care Model to provide comprehensive care for clients.
6. Assist in the detection of "at risk" patients and development of plans to prevent further psychological or physical deterioration.
7. Assist the Primary Care Team in developing care management processes such as the use of guidelines, disease management techniques, case management, and patient education to improve self-management of chronic disease.
8. Provide assessment, consultation, and brief intervention for psychological/psychiatric problems and/or disorders.
9. Teach patients, families, and staff around care, prevention, and treatment enhancement techniques.
10. Establishes and maintains liaison with other related professional services within the organization to ensure that all clinical requirements are met.
11. Monitor the site's Behavioral Health Program, identifying problems related to patient services and making recommendations for improvement.
12. Other duties as assigned.

The above statements are intended to describe the general nature and level of work being performed by employee. They are not intended to be construed as an exhaustive list of all responsibilities, duties and/or skills required.

PHYSICAL REQUIREMENTS

Requires the ability to communicate orally, repetitive movement of the wrists, hands and/or fingers, often requires walking, standing, sitting for extended periods of time, raising or lowering objects, stooping and occasionally requires lifting up to 25 pounds. Will often be required to travel by automobile, commercial or private carrier. Local travel is frequently required, statewide and national travel is occasionally required.

The individual must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately without causing a significant safety threat to self or others.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

Individuals must possess the following knowledge, skills and abilities or be able to explain and demonstrate that they can perform the essential functions of the job, with or without reasonable accommodation, using some other combination of skills and abilities.

1. Excellent working knowledge of behavioral medicine and evidence-based treatments for medical and mental health conditions and a basic understanding of and willingness to adapt to a brief intervention model of practice.
2. Ability to work through brief patient contacts as well as to make quick and accurate clinical assessments of mental and behavioral conditions.
3. Knowledge of community structure, values, culture, and language of the population served.
4. Should be comfortable with the pace of primary care, working with an interdisciplinary team, and have strong communication skills.
5. Good knowledge of psycho-pharmacology
6. Ability to design and implement clinical pathways and protocols for treatment of selected chronic conditions

REQUIRED QUALIFICATIONS

- A. Master's Degree in Social Work, Psychology or Counseling, and Licensed Professional Counselor (LPC), Licensed Clinical Social Worker (LCSW), or Licensed Mental Health Counselor (LMHC) **OR** an equivalent licensure to the State of Oregon and ability to obtain Oregon licensure within 6 months of hire. Prefer health care background and experience.
- B. Ability to plan and organize work and complete written reports and documentation of mental health assessments, treatment plans, progress notes, case management, and discharge plans in both paper form and as part of the electronic health records system accurately and on time.
- C. Ability to consult and collaborate with other Tribal health, education, juvenile, justice, and social service staff in the development and implementation of treatment activities for youth and adults.
- D. Ability to plan and organize work and complete written reports and accurately and timely documentation of mental health assessments, treatment plans, progress notes, case management, and discharge plans in both paper form and as part of the electronic health records system
- E. Adhere to all departmental performance standards.
- F. Basic computer word processing and communication skills
- G. Current and valid Oregon driver's license in good standing with no insurability issues as determined by the Tribe's insurance carrier is required.