



## JOB DESCRIPTION

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<b>JOB TITLE:</b>	Behavioral Health Clinician	<b>FLSA:</b> Exempt
<b>DEPARTMENT:</b>	Human Services	<b>GRADE:</b> P2
<b>REPORTS TO:</b>	Behavioral Health Coordinator	<b>DATE:</b> 10/17/2024

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### **SUMMARY OF JOB PURPOSE:**

The Behavioral Health Clinician provides comprehensive mental health services across diverse populations including assessments, crisis intervention, service planning, and triage. The Behavioral Health Clinician will work with various departments, law enforcement, healthcare providers, and community partners to coordinate services and ensure clients receive appropriate care and resources.

### **ESSENTIAL FUNCTIONS:**

*This class specification lists the major duties and requirements of the job and is not all-inclusive. Incumbent(s) may be expected to perform job-related duties other than those contained in this document and may be required to have specific job-related knowledge and skills.*

- Conducts intake assessments for individuals in need of behavioral health services and/or other social services; makes referrals to the appropriate Human Services Division(s); develops treatment plans; completes follow-up assessments or activities.
- Coordinates service for and provides direct service to individuals; triages individuals according to level of need; provides appropriate care to individuals in crisis; ensures responsible transition of care when referring individuals to other service providers.
- Provide immediate crisis intervention for individuals experiencing acute mental health symptoms, including suicidal ideation or psychosis.
- Collaborate with law enforcement, emergency services, and community resources to ensure client safety and stabilization.
- Develop and implement crisis safety plans and provide follow-up services as needed.
- Create individualized service plans in coordination with clients, focusing on their unique needs, goals, and available resources.
- Adjust service plans based on client progress, ongoing assessments, and multidisciplinary team input.
- Make informed clinical recommendations for ongoing care and connect clients to internal and external services, such as therapy, substance use treatment, or case management.
- Facilitate referrals to community partners and resources to ensure comprehensive care.
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- Facilitate referrals to community partners and resources to ensure comprehensive care.
- Work collaboratively with multidisciplinary teams, including medical professionals, case managers, and community service providers, to coordinate care.

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This job description indicates, in general, the nature and levels of work, knowledge, skills, abilities and other essential functions (as covered under the Americans with Disabilities Act) expected of the incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of the incumbent. Incumbent may be asked to perform other duties as required.



### **ESSENTIAL FUNCTIONS (continued):**

- Advocate for clients in navigating the mental health system and accessing needed resources and services.

### **QUALIFICATIONS:**

#### **Certificates, Licensure, and Registrations:**

*Continued employment is contingent upon all required licenses and certificates being maintained in active status without suspension or revocation.*

- Must possess a valid Nevada Driver's License.
- Must possess a current license in the State of Nevada to practice as a Licensed Clinical Social Worker (LCSW), a Licensed Marriage and Family Therapist (LMFT), a Clinical Professional Counselor (CPC), or a Qualified Mental Health Professional (QMHP).
- Must be able to obtain a National Provider Number and be credentialed with Nevada Medicaid.

#### **Education and Experience:**

Must possess a Masters in social work or a related field (or equivalent degree) AND at least one (1) year of professional experience in direct behavioral health services; OR an equivalent combination of education, training and experience.

#### **Knowledge and Skills:**

*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.*

##### Knowledge of:

- Psycho-social rehabilitation treatment modalities such as individual and group therapy, crisis intervention, and diagnostic evaluation and assessment.
- Clinical therapeutic and evaluation techniques and methods.
- Principles, practices and techniques of behavioral health services program development, provision and evaluation.
- Rules, regulations and procedures related to the program areas to which assigned including but not limited to Nevada Medicaid.
- Crisis intervention and counseling techniques.
- Community resources and programs available to clients with identified needs.
- Computer applications related to the work.
- Methods and techniques used to develop treatment plans and coordinate care or mental health service programs for clients.
- Record keeping principles and practices.
- Techniques for dealing with a variety of individuals from various socioeconomic, ethnic and cultural backgrounds, in person and over the telephone, often where relations may be strained.
- Principles and techniques of preparing effective written materials.



Skill in:

- Providing direct behavioral health service to clients.
- Operating within a complex regulatory framework including without limitation, Medicaid and professional standards for behavioral health service providers.
- Training others in policies and procedures related to the work and providing for their professional development.
- Developing and implementing goals, objectives, policies, procedures and work standards.
- Using initiative and independent judgment within established policy guidelines.
- Preparing clear and concise reports, correspondence and other written materials.
- Making effective oral presentations to large and small groups.
- Setting priorities, coordinating multiple activities and meeting critical deadlines.
- Establishing and maintaining effective working relationships with those contacted in the course of the work.
- Contributing effectively to the accomplishment of team or division goals, objectives and activities.

**PHYSICAL DEMANDS & WORKING ENVIRONMENT:**

Mobility to work in a typical office setting and within a variety of community settings including individual's homes; ability to use standard office equipment and stamina to sit for extended periods of time; strength to lift and carry up to 20 pounds; vision to read printed materials and computer screens; hearing and speech to communicate in person or over the telephone; cognitive ability to manage multiple projects and workflows, and to work through complex issues in accordance with professional and regulatory standards.

Work is subject to exposure to traffic conditions and external environment when traveling from one office to another.