

***Employment at Morrow County Health District***

Morrow County Health District believes that each employee makes a significant contribution to those we serve and the District as a whole. Every day our patients, families, other healthcare providers, visitors and coworkers are always deserving of exceptional, friendly service and the highest level of quality care possible. This is made possible by all employees agreeing to adhere to the District’s Promise of Excellence and upholding our True North Statement of “Welcoming our patients and providing exceptional care.”

Your contribution to the District and those we care for is not limited by the responsibilities set forth in this position description. This description is designed to outline primary duties, qualifications and job scope, but not limit the employee nor the organization to just the work identified. It is our expectation that each employee will offer his/her services wherever and whenever necessary.

**Title:** Psychologist  **Department:** Clinics

**Exempt/Non-Exempt:** Exempt **Reports to:**  Chief Executive Officer

**Pay Equity Group: \_\_\_\_\_\_\_\_\_\_\_\_\_ Effective Date:** 5/3/19

**General Position Summary:**

The Psychologist identifies, triages, and manages patients with behavioral health conditions within the primary care setting at Pioneer Memorial Clinic and Irrigon Medical Clinic. This position works closely with medical providers and staff to provide patients with education, screening, assessment, brief intervention, case management and referrals for behavioral health conditions.

**Essential Functions:**

1. Provide an active presence to the MCHD clinical teams; available to accept warm hand-offs, conduct screenings and assessments, and provide brief treatment interventions to patients.
2. Collaborate with primary care providers to improve health outcomes.
3. Facilitate referrals to and coordination with other services (e.g. substance abuse treatment, tele- psychiatry, or community resources) as needed or as directed by primary care provider.
4. Develop a professional relationship with and act as a liaison to the local mental health agency to ensure effective communication and continuity of care.
5. Provide clinical therapeutic services to patients, including individual therapy, case management, and care coordination.
6. Work to meet patient needs and resolve barriers through follow-up, advocacy and collaboration with staff and other community service providers.
7. Educates PCPs in the basic principles of brief behavioral and cognitive behavioral interventions and reinforce their use in the medical visit.
8. Maintain accurate and timely records of activities, case management notes, and services provided to each patient. Submit encounter and billing data in a timely fashion.
9. Assist primary health care providers in recognizing and treating behavioral health disorders.
10. Assist in the detection of at-risk patients and development of plans to prevent further psychological or physical deterioration.
11. May assist in the development of patient education materials, clinical pathway programs, group medical appointments, classes, and behavior focused practice protocols as requested.
12. Provides PCPs or team members with verbal or written feedback documented in the EHR on patient encounters.
13. Teach patients, families and staff about prevention and treatment enhancement techniques.
14. Assist in developing policies and procedures specific to integrated behavioral health services.
15. Advise the Primary Care Services Manager on licensure and policy needs to assure compliance with regulatory agency requirements.
16. Model professionalism and excellent customer service standards for the assigned areas.
17. Maintain cooperative working relationship with clinic and hospital staff, patients, community partner organizations, and the public to provide quality customer service in a courteous manner.
18. Maintain work areas in a clean, orderly and secure manner. Ensure all safety rules and procedures are followed for work areas.
19. Maintain strict patient confidentiality and follow all HIPAA regulations.
20. Assist in ensuring the department is survey ready at all times.

**Secondary Functions:**

1. Participate in required meetings, including multidisciplinary team meetings or patient centered group sessions.
2. Provide occasional consultation and case management to patients at Pioneer Memorial Hospital and Pioneer Memorial Home Health and Hospice. Participate in transition of care planning for patients with behavioral health needs.
3. Other duties as assigned.

**Job Scope:**

**Supervisory Responsibility:**

This position has no supervisory duties.

**Interpersonal Contacts:**

Excellent professional interpersonal communication skills are required for meeting with patients, working with medical providers and other clinic and District personnel, community partners and members of the public both in person, as well as during phone and email communications. A demonstrated ability to communicate with ethnically and economically diverse groups with an understanding and appreciation for diverse cultures is required. May represent the Clinics/District at public meetings and events in a variety of settings with diverse communities. Must be able to constantly interact with others in a thoughtful and professional manner.

**Specific Job Ability:**

The Behavioral Health Consultant will possess broad knowledge of integrated behavioral health services in a primary care setting. Possess a Master’s degree from accredited school. The LCSW should be skilled in general office operations and be an experienced user of Microsoft Office programs as well as electronic patient record software.

**Specific Job Effort:**

Mental efforts of the position include meeting with behavioral health patients on a daily basis, who may be in varying states of mental distress, sometimes hostile, while maintaining composure. Must possess the ability to function professionally while in stressful situations.

Physical efforts include adequate vision, hearing and manual dexterity to perform duties,

be able to safely lift up to 25 lbs., excessive sitting, walking, bending, stooping, standing.

**Education, Experience and Certification/Licensure:**

Master’s degree, Ph.D., PsyD., or EdD in psychology or related field from an accredited college or university.

Prior experience working as a Behavioral Health Consultant or working in residency or clinical training settings is preferred.

Must possess an active and unencumbered Oregon State license (e.g., LMFT, LCSW, LMFT) or Psychologist License and be in good standing with the respective Oregon Licensing Board. Three to five years’ clinical experience preferred.

Bilingual:

Bilingual in Spanish/English is preferred

**Job Conditions**

The position is subject to exposure to infectious diseases, substances, odors, hostile and emotionally upset patients throughout the work day. Occasional exposure to blood, body fluids, infection waste, hazardous materials and noise. There will be regular travel between clinics, and occasional travel for meetings and events as well as occasional overnight stays for trainings, etc.

*I have read the above position description. I will perform the position to the best of my ability. A copy of this position description will be placed in my personnel file.*

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*Signature of Employee Date*