

**BENTON COUNTY POSITION DESCRIPTION**

CLASSIFICATION		BAND	GRADE	SUBGRADE	FLSA STATUS
Health Care Professional		C	4	2	Exempt
POSITION TITLE:	Qualified Mental Health Professional		POSITION#:	500172	
<input type="checkbox"/> New	<input checked="" type="checkbox"/> Revised	Date:	10/25/23		
SERVICE TYPE:		AFSCME			
Employee Name:		Department:	Health Department	Supervisor:	Behavioral Health Services Manager
FTE:	1.0	Employment Status:	Regular Full Time		

**Position Summary:**

The Qualified Mental Health Professional provides recovery oriented, crisis and therapeutic case management to serve individuals with a severe and persistent mental illness. Services are offered in individual and group settings utilizing evidence-based clinical practice and skills and in compliance with program standards. Provide an array of services to a mixed caseload of individuals with mental illness and/or addictions. This position may provide specialized services depending on area of assignment.

**Essential Duties:**

No.	Major Functional Area (MFA)	% of Time
1	<p><b>MFA:</b> Clinical Screening, Assessment &amp; Crisis Intervention/Resolution</p> <p><b>Essential Duties:</b></p> <ul style="list-style-type: none"> <li>Respond to consumer request for services.</li> <li>Determine the nature of a service request by a client or agency.</li> <li>Provide assessment (initial diagnosis, change in function as a result of symptoms, impact on ability to function, potential for self-sufficiency, risk, strengths and availability of community resources).</li> <li>De-escalate crisis; screen for severity; provide pre-crisis planning.</li> <li>Participate in after-hours crisis rotation.</li> <li>Assist individual to access self-help and community resources.</li> <li>Convey consistent high expectation for recovery at every level of practice.</li> <li>Provide situational counseling.</li> <li>Demonstrate fundamental knowledge-based care to assigned clients in accordance with standards of practice and regulations.</li> <li>Assess appropriateness for treatment at BCMH, based on understanding of funding sources and eligibility for services.</li> <li>Identify and provide short-term, realistic goals and treatment interventions and provide follow-up as needed.</li> </ul>	
2	<p><b>MFA:</b> Therapeutic Case Management and Counseling</p> <p><b>Essential Duties:</b></p> <ul style="list-style-type: none"> <li>Assist consumers to secure entitlements.</li> <li>Assist clients to identify and reduce barriers, obtaining housing, vocational opportunities and medical treatment.</li> <li>Work with psychiatrist to coordinate care and monitor client responses and needs (particularly with regards to psychotropic medications and side effects).</li> <li>Provide individual and group counseling and skill building programs.</li> <li>Provide training and education service to providers.</li> <li>Provide outreach to clients in the community (check welfare, ensures safety, encourages community involvement, employment, schooling, social activity, and other activities).</li> <li>Teach life skills and provide direct client support to promote health, safety, and stability.</li> <li>Develop and maintain case management and community services as resources for clients.</li> </ul>	

3	<b>MFA: Client Services Support and Documentation</b> <b>Essential Duties:</b> <ul style="list-style-type: none"> <li>• Write assessments and clinical formulations for assigned clients according to agency timelines and standards.</li> <li>• Documents services within the electronic health record system and/or other required forms according to agency timelines and standards.</li> <li>• Actively engage clients in recovery plan development and modification as need based on client presentation and need.</li> <li>• Create outcome-based recovery plans that facilitate both the clinician and client recognizing when the intervention is complete.</li> <li>• Submit accurate and timely records for billing.</li> <li>• Pursue ongoing continuing education to stay current/up to date with best practice standards and licensure requirements.</li> <li>• Schedule routine appointments and manage schedule to assure ability to address emergent issues in a timely manner.</li> <li>• Provide transportation to clients to assist them with securing employment, housing, and other necessary appointments.</li> </ul>	
4	<b>MFA: Specialty Functions</b> <b>Essential Duties:</b> <ul style="list-style-type: none"> <li>• Act as a liaison to the Regional Acute Care Unit at Good Samaritan Hospital, and other.</li> <li>• Monitor and supervise individuals who are under the jurisdiction of the Psychiatric Review Board.</li> <li>• Monitor and supervise individuals who are committed and on a “trial visit.”</li> </ul>	
5	<b>And other duties as assigned.</b>	
<b>Percentages should total 100%</b>		<b>100%</b>

**Special Requirements:**

Master’s degree in Social Work, Counseling or Psychology. Licensed LCSW, LPC, and PsyD. Driver’s License is required.

**Physical Requirements:**

Physical Demands  
 While performing the duties of this job, the employee is regularly required to stand, walk, move, talk, hear, and manipulate equipment, as well as lifting and moving objects, equipment and supplies. The employee must occasionally lift and/or move up to 25 pounds. Lifting up to 40-50 pounds may occasionally be required, depending on the specific style or type of care provided. Specific vision abilities required by this job include close vision, depth perception and ability to adjust focus.

Working Conditions  
 The employee works in well-lighted, clean environments. The noise level in the work environment is quiet to moderate. May work evenings or weekends. **Check the following that applies to this position:** The employee may occasionally:  work with angry or hostile clients or members of the public,  work with toxic substances and biohazards, and  exposure to infectious illnesses.

**Emergency Preparedness:**

Benton County is committed to emergency preparedness planning and implementation, and disaster recovery. In the case of a Health Department, County, State, Federal or other emergency or disaster, this position may be called upon to assist in responding. This may require the assignment of additional responsibilities, depending on the

circumstances. These responsibilities could include unscheduled temporary changes in work schedule and/or work duties, including evenings and weekends, work relocation, overtime, working with other community agencies such as the local Fire Department, hospitals, the Red Cross and other emergency responders. The ability to be flexible is critical in our overall response to the emergency or disaster. Under Emergency situations this position may be called in to work, supporting Administration in regular duties or other work as assigned. Per County personnel policy, this position may be included in the agency's essential personnel for emergency/disaster response.

**Quality Improvement Participation:**

Employees are expected to participate in improving BHS' performance, processes, and programs through quality improvement activities, use of the PDSA model and participating on QI teams as assigned.

**NOTE:** The above job description is intended to represent only the key areas of responsibilities; specific position assignments will vary depending on the business needs of the department.

Employee: \_\_\_\_\_ Date: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_