



# Behavioral Health Consultant

## JOB DESCRIPTION

### Job Summary:

The Behavioral Health Consultant (BHC) is a clinical member of the primary care team, working within a Primary Care Behavioral Health (PCBH) model of care. The BHC works from a generalist perspective with patients of all ages who present with a wide range of medical and behavioral health conditions. The BHC provides episodic services and interventions to a high volume of patients and strives to remain accessible on a same day or next day basis as much as possible. The BHC provides consultation to patients and providers on a variety of behavioral and mental health related issues, and their clinical interventions target the emotional, cognitive, behavioral, situational, and contextual barriers to the patient's physical health and wellness. The collaborative, team-based approach of the BHC contributes to the mission of a Patient-Centered Medical Home (PCMH).

### Essential Job Functions/Duties:

- Provides targeted assessment and evaluation, triage, brief intervention, referral, and acute crisis management.
- Prioritizes and provides on-demand visits in addition to pre-scheduled follow up visits
- Assertively and effectively consults with primary care providers in real-time to enhance understanding of the patient's context, and to provide decision-making support for treatment planning.
- Utilizes therapeutic modalities that match the fast-paced primary care environment (such as behavioral and cognitive modalities, value-based interventions such as ACT/FACT, motivational interviewing, etc.)
- Adheres to the applicable ethical, therapeutic, and legal standards, which govern service delivery, as well as policies, procedures, and laws, which apply to the organization as appropriate.
- Utilizes effective triaging and referral methods to refer patients to resources and specialty mental health care when appropriate
- Maintains succinct and clinically appropriate documentation in the patient's electronic medical record for effective collaborative treatment planning with the primary care team

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- Completes assessments and screening with patients expressing various issues e.g., substance abuse, mental health, maladaptive behaviors, and psychosocial concerns that may be impacting functioning, health outcomes, and quality of life.
- Performs telephone consultation to patients as necessary, including initial assessment/intake, crisis intervention, education and referral, and brief intervention.
- Prescribes follow up visits appropriately and works with patient to prioritize ease of access in follow up planning
- Assists the primary care team with responding to positive screens (PHQ-9, GAD-7, AUDIT, etc.) through clinical assessment, intervention, and referral to specialty care when appropriate
- Works with ancillary providers, clinical staff, and social support professionals (internal and, where appropriate, external) both formally (in-services, consultation) and informally (hallway conversations) to further the goals of the individual educational and/or treatment plans.

Maintains the role of a generalist and demonstrates ability to address the needs of all clinic patients from birth to death.

- Demonstrated ability to work in a preventative, “readiness to change”, and strengths-based model.
- Performs job duties as a member of the primary care team
  - Develops educational, training materials and conducts sessions or disseminates information.
  - Makes meaningful improvement to services, program, and processes and/or organizational effectiveness that creates new value for patients and employees.
  - Assists with monitoring the quality of care being delivered.
  - Utilizes past clinical experience and strong diagnostic skills in complicated mental health and substance abuse conditions to appropriately assess and triage.
  - Independently develop, coordinate and facilitate employee presentations and psycho-educational classes

## Education, Experience and Credentialing

### Required Qualifications:

Minimum of a master’s in behavioral health field including social work or psychology.

Licensed psychologist or LCSW (ACSW’s and pre-licensed psychologists working towards clinical hours will be considered)

Any/all licenses in good standing with the state of Arkansas

### Preferred Requirements:

Previous experience working in a medical, team-based setting

Trained in substance abuse identification and treatment.

Knowledge of the integrated primary care and behavioral health consultant model

Understanding of the relationship between medical and psychological aspects of health and disease