



MISSOULA URBAN INDIAN HEALTH CENTER

406.829.9515 | 830 West Central, Missoula MT 59801 | www.micmt.com

POSITION VACANCY ANNOUNCEMENT

TITLE:	Mental Health Provider/LCSW/LCPC
DEPARTMENT:	Behavioral Health
REPORTS TO:	Executive Director
FLSA STATUS:	Non-Exempt
EMPLOYEE STATUS:	Full-Time
SHIFT:	Mon – Fri 40 hours/week. Shift and hours may vary based on business needs
WAGE RANGE:	Negotiable DOE

Position Posting: February 25, 2016

Position Closes: Open until Filled

Application reviews will begin on February 29th, with complete job description available at MUIHC.

POSITION SUMMARY

The Mental Health Provider (LCSW/LCPC) is expected to provide services that address awareness, intervention, prevention, and treatment of mental health disorders in compliance with all Codes of Ethics and professional conduct, demonstrate excellent communication skills, and be capable of working with diverse populations. The Mental Health Provider must be able to collaborate and interact efficiently with many different healthcare, social service and government agencies to provide developmental support in changing the paradigm of behavioral health services from being specialty-and-diseased focused to being part of an integrated healthcare system. The Mental Health Provider must be able to apply the blending of substance abuse and mental health disorders prevention and treatment for the purpose of providing comprehensive services; including, joint development of substance abuse and mental health treatment planning and coordinated case management using a multidisciplinary approach for comprehensive continuum of care.

FOCUS AREAS

The Mental Health Provider (LCSW/LCPC) is to focus on eight areas, to provide access to a wide variety of mental health services; including: (1) outpatient mental health counseling; (2) dual diagnosis services (for co-occurring mental health and substance abuse diagnosis); (3) mental health crisis response and triage; (4) suicide, domestic and sexual violence prevention/intervention/assessment; (5) referral for case management; (6) community-based prevention programming; (7) outreach and health education activities; (8) adherence and compliance with all applicable laws, guidelines, licensure and certification requirements for staff and program operations.

PREFERRED SKILLS

- Understanding and facilitation of Position Summary and Focus Area requirements [listed above].
- Oversight of Mental Health, Social Services, and Prevention programs with demonstrated qualifications necessary for assumption of authorities and duties necessary to administer the program and budgets.



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- Work in conjunction with program Staff and Executive Director to develop and implement culturally specific practice management standards/protocols intended to guide program in consistent delivery of services with measurability and improved outcomes.
- Basic understanding and knowledge of coding/billing requirements for position.
- Provide Mental Health screenings and initial assessments to medically-referred and other Clients.
- Knowledge and use of DSMV and ICD-10 coding.
- Provide direct and consultation clinical therapeutic services to Clients; including, individual and group therapy and coordination of treatment for Clients with co-occurring disorders.
- Provide short-term, structured, evidence-based psychotherapy as part of an appropriate treatment plan and in accordance with MUIHC Contracts/Grants.
- Provide crisis intervention, as needed, for Mental Health, Substance Abuse, Suicide Prevention and Violence Response.
- Work to meet Client needs effectively and resolve individual barriers through follow up, advocacy, and collaboration with MUIHC Staff and other community providers.
- Maintain accurate and timely records of services provided, case management notes, and activities for each Client.
- Facilitate referrals to other services (e.g. Substance Abuse, specialty care and/or community resources), as needed.
- Coordinate and collaborate with Primary Care Providers to improve health outcomes.
- Provide Clinical Psychosocial methods and Psychotherapy and Counseling methods as defined in ARM 24.219.301, for an LCSW/LCPC providing direct Client contact services.
- Comply with and provide appropriate services as defined in MCA 37-22-102 for Social Work services.
- Comply with Code of Ethics as stated in ARM 24.219.801 for LCSW's and LCPS's.
- Provide and maintain qualification for Supervision according to MT Board of Social Work Examiners, for appropriate supervision of eligible licensee's.
- Coordinate comprehensive strategic planning for program that further defines and establishes consistent scopes of work and provide follow up to ensure that program is accomplishing established goals and objectives.
- Responsible for development, implementation, facilitation, and orientation of Strategic Plan for Behavioral and Mental Health program in accordance with MUIHC's overall Strategic Plan and with guidance and reference to IHS AI/AN National Behavioral Health Strategic Plan.
- Attend Staff meetings and facilitate department meetings, as required. Travel may be required, as necessary to attend meetings, conferences, and trainings relevant to scope of work and indicative for meeting program objectives.

DESIRED EXPERIENCE

- Three or more years of experience working in the Mental Health or Medical Social Work field; including Clinical Supervision qualification.
- Three or more years of Staff supervision and program administration/management, including budgetary processes.



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- Advanced skill in use of RPMS, or other clinical data base system, Electronic Health Record, generation of required reports, Word Processing, Excel spreadsheets, Outlook.
- Familiarity with Medicaid FQHC Regulations, Medicare FQHC Regulations, IHS and MT State Programs and ability to interpret Federal Regulations apply in decision making situations.
- Knowledge of Integrated Behavioral Health in the community healthcare system, applicable to demonstrated service delivery and program development experience within Native American community and/or experience working with low-income, homeless, substance abuse, mental diagnosis, and history of trauma populations.

REQUIRED QUALIFICATIONS

- Current LCSW/LCPC and LAC license in MT, required.
- Master's Degree in Social Work (MSW) or related field: Psychology or other Mental Health related fields, required.
- Valid MT Driver's License, required.
- Be willing to consent to Criminal Background check, required.

Employees may be requested to stay or report to work, when needed, to complete essential tasks to the benefit of the organization. This may require working a non-traditional work schedule or working outside normal assigned duties to complete tasks.

PHYSICAL DEMANDS

Essential job duties may require occasional lifting, pushing and pulling up to 50 pounds. The ability to occasionally stoop, kneel, crouch and utilize reaching, handling, fingering and feeling movements is required. The ability to hear normal conversational discussion and near and far visual clarity is required.

Preference in employment is given to qualified Native American candidates, in accordance with Title 42CFR36.221.

Submit completed applications at the MUIHC office at 830 W. Central, faxed to (406) 829-9519 – Attn: HR; or e-mailed to: jmeans@muihc.org. The following must be included for consideration:

- 1) A complete Missoula Urban Indian Health Center Application**
- 2) Resume**
- 3) Education transcripts**
- 4) Proof of High School Diploma or GED and/or College/Secondary Education Degree**
- 5) Three (3) letters of reference [Dated within last six (6) months]**
- 6) Proof of Native American Preference, *as applicable* [via BIA verification of Indian Preference]**