



Position Title: Behavioral Health Counselor
Reports To: Senior Director, Behavioral Health
Division: Equality Care Centers – YNHC|SAG
Department: Clinical
Classification: Exempt

Position Summary:

Equality Health is an Arizona-based population healthcare company focused on improving care delivery for underserved populations through culturally-sensitive programs that improve access, quality, and patient trust. Equality Care Centers (ECC) are key partners in the Equality Health Network, furthering our mission to focus on underserved areas and adding essential access points to our continuum of care. ECC will serve high-risk members—those with co-morbid medical and/or pain conditions, complementing the care delivered by our providers in the Equality Health Network.

The Behavioral Health Counselor is primarily responsible for providing behavioral health counseling and substance abuse counseling services as a member of an interdisciplinary team. This individual is responsible for assessment, planning, and implementation of an approved plan of patient care which is provided through individual and group sessions. The Behavioral Health Counselor is passionate about improving outcomes for patients and committed to improving healthcare delivery and alleviating disparities.

Equality Health designates this position as safety-sensitive and a position that includes tasks and duties that Equality believes could affect the safety or health of the employee performing the job or others.

Responsibilities:

- Conduct member assessments and establish therapy treatment goals
- Facilitate individual and group therapy; maintain thorough and confidential records of observations
- Evaluate progress and effectiveness of therapy interventions
- Coordinate care with primary care and pain management providers for members receiving prescribed medications
- Systematically and continually assess the member's coping mechanisms and progress
- Actively coordinate care with the multi-disciplinary team to ensure effective and coordinated care from the initiation of treatment to the time of discharge
- Evaluate and communicate member's discharge planning needs and readiness for discharge
- Provide counseling services and work closely with members to identify behaviors or situations that interfere with their recovery
- Refer members to community programs and services; recognize and utilize behavioral health teaching opportunities and available resources or materials
- Document all activities in accordance with policy and regulatory requirements
- Engage member and family in a culturally competent manner
- Meet regularly with clinic providers and with Behavioral Services leadership

Required Knowledge, Education & Experience:

- Master's degree in Social Work, Counseling, or a directly related field of study
- Active and current licensure from the Arizona State Board of Behavioral Health Examiners – must be LPC or LCSW
- Minimum two (2) years of experience working in a behavioral health setting; experience should include substance abuse care and outpatient care
- Able to receive and maintain DPS fingerprint clearance and CPR/BLS certification
- Demonstrated knowledge of medications and their indications, common side effects, reactions and interactions of medications prescribed
- Working knowledge of the current version of Diagnostic and Statistical Manual of Mental Disorders (DSM) and the International Classification of Diseases (ICD)
- Proficiency with Microsoft Office applications and Internet/Intranet resources

Highly Preferred Skills, Abilities & Qualifications:

- Bilingual; able to read, write, and speak Spanish and English proficiently
- Experience working with a diverse population and a strong understanding of multicultural issues
- Experience working with community agencies and managed care representatives
- Demonstrated knowledge and experience with crisis intervention techniques
- Demonstrated ability to handle highly sensitive and confidential information in compliance with Health Insurance Portability and Accountability Act (HIPAA), and company confidentiality policies and procedures
- Able to demonstrate compassion and understanding with patients who may be in extreme pain or distress
- Able to perform duties with minimal supervision in rapidly changing environments

Physical Requirements:

- Must be able to travel via personal vehicle to multiple locations each workday
- Comfortable using keyboards, mouse, tablet and other electronic and portable devices for documentation; frequent screen reading
- Walking, standing, sitting, lifting 15 lbs. frequently
- Must be able to perform member assessments and counseling interventions in private homes, which may have allergens or odors such as pet dander or tobacco smoke