Job Description

Job Title: Behavioral Health Social Worker

Job Code: 100012  Grade: G22

Job Family: Case Management  Job Function: Social Work

Manager Level: Individual Contributor  FLSA Status: Professional

Patient Care: Direct  Job Group: Clinical Professional

JOB SUMMARY
Provides evidence-based individual, group, and family counseling and therapy treatment within scope of practice needed to cope with various behavioral health issues. Coordinates a variety of services including crisis intervention, client advocacy, referrals, prevention, education, discharge planning and implementation, and psychosocial assessments.

WHAT IS EXPECTED (ESSENTIAL FUNCTIONS)

Develops a counseling relationship with individuals, groups and families using a combination of clinical mental health and human development principles to develop an understanding of personal problems, to define goals, and to develop action plans.

Conducts assessment interviews and identifies specific problems and symptoms leading to diagnosis of disorder. Develops, implements and evaluates comprehensive goal-oriented treatment plans.

Partners with the psychiatrists and social workers to coordinate proper care and client referral to specific support groups and inpatient treatment facilities. Involves the patient and/or family in the development and implementation of plans.

Provides clinical counseling to individuals and significant others with highly diverse behavioral, psychological and/or sociological problems.

Conducts individual, family, and groups therapeutic sessions as part of treatment plans. Ensures family members are fully engaged to the extent possible in each stage of the program.

Provides crisis intervention, stabilization, and follow-up to determine that clients have received all appropriate services.

Collaborates with other healthcare team members to facilitate the interdisciplinary care of patients and achievement of positive outcomes.

Participates in performance improvement initiatives to include data collection and analysis, development, and participation in continuing education programs.

Maintains all documentation from referral through discharge of individual served.
The information contained in this job description is intended to describe the essential job functions required of those assigned to this job. It is not intended to be an exhaustive list of all responsibilities, duties, knowledge, skills, and abilities needed to perform the job. Please note that management retains the right to assign or reassign duties and responsibilities to this job at any time. The ability to competently perform all the essential duties of the position, with or without reasonable accommodation, demonstrated commitment to effective customer service delivery, integrity, and the ability to work productively as a member of a team or work group are basic requirements of all positions at Baylor Scott & White Health.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of human behavior and performance; individual differences in ability, personality, and interests; psychosocial methods; and the assessment and treatment of behavioral and affective disorders.

Knowledge of the principles and methods to restore or enhance social, psychosocial, or biopsychosocial functioning of individuals, couples, families, groups, organizations and communities.

Listening and interpersonal skills.

Skill in the use of personal computers and related software applications.

Advanced practice skills in the development, implementation and evaluation of treatment plans.

Ability to gather, record, and analyze data.

Ability to assist individuals in recognizing and solving problems.

Ability to handle grief.

PREFERENCES AND EQUIVALENCIES

Master's degree in social work

Last reviewed: August 10, 2015

Minimum Requirements

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<tr>
<th>Education:</th>
<th>Masters’</th>
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<tr>
<td>Experience:</td>
<td>Minimum/no experience required</td>
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<tr>
<td>Certificates, Licenses and Registrations:</td>
<td>Lic Clinical Social Worker</td>
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**Working Conditions**

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<tr>
<th><strong>Physical Requirements:</strong></th>
<th>Standing or sitting in the same location; may require to stoop, climb or lift light material (&lt;10 lbs.) or equipment. Examples: programmers, receptionists, medical technologists, dishwashers and security guards.</th>
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<td><strong>Environment:</strong></td>
<td>Located in an environment with regular exposure to moderate physical discomfort from fumes or odors, temperature extremes, loud noises and bright lights. Examples: mail clerks, material handlers and food service workers.</td>
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<td><strong>Respiratory Category:</strong></td>
<td>Job tasks potentially include frequent or routine exposure to aerosolized particulate matter or infectious respiratory droplet nuclei and required fit testing and the use of respiratory protection is a condition of employment.&quot;</td>
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<tr>
<td><strong>Hazard 1, 2 or 3:</strong></td>
<td>OSHA Bloodborne Pathogen Category 2: Tasks that involve no exposure to blood, body fluids, tissues, and other potentially infectious materials; but employment may require performing unplanned Category 1 tasks.</td>
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<td><strong>Hazard 4:</strong></td>
<td>Tasks that involve, or may involve, exposure to OSHA regulated substances as stated in MSDS.</td>
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