**Typical Shift, Weekend Work, Crisis Pool Eligible**

The typical hours for this position are Monday – Friday between the hours of 8:00 a.m. – 5:00 p.m. This position is part of a staff pool that serves to fulfill the agency’s Crisis Stabilization Service.  This may require on-call hours including nights, weekends, and holidays.

**JOB SUMMARY:**

The Mental Health Clinician is a professional position responsible for an array of clinical services. The treatment activity is designed to reduce maladaptive behavior, maximize behavioral self-control, or restore normalized psychological functioning, reality orientation, re-motivation, and emotional adjustment, thus enabling improved function and more appropriate interpersonal and social relationships. Use of evidence-based practices is highly desirable which include cognitive behavior therapy, PMTO, trauma informed care, DBT and others. Individual and group therapy interventions are the primary functions of this position. Services described in this position can be performed in the office, in the community and/or in the consumer/family home. Services provided must be in accordance with a plan of service that focuses and is directed by the person served and family when appropriate. The incumbent must be self-directed, function as a team member, and is responsible for providing a number of highly skilled clinical and administrative functions. This position is part of a staff pool that serves to fulfill the agency’s Crisis Stabilization Service.  This may require on-call hours including nights, weekends, and holidays.

**JOB DUTIES:**

1. Coordinating with the Consumer’s Clinical Support Planner for Person Centered Planning  
   The person-centered plan of service is produced by the Consumer and Clinical Support Planner, in coordination with the Mental Health Clinician, and/or Care Manager/Supports Coordinator/Supports Coordinator Assistant and others involved with consumer care. Each team member has the responsibility to provide necessary feedback for the Clinical Support Planner to fully advise the plan.
2. Monitoring Services   
   Tracking of the consumer’s response to specific therapeutic interventions used as applicable to their person-centered plan and adjusting as appropriate.
3. Maintenance of the Key Elements of the Individual Consumer Record  
   The clinical record is the responsibility of the Care Manager/Supports Coordinator/Supports Coordinator Assistant. The Mental Health Clinician is responsible to ensure their notes are in accordance with the Person-Centered Plan. The clinician is to ensure they are providing care with up-to-date consents, releases and valid authorizations and plans. They are to assure that the consumer’s confidentiality of information is maintained, and the clinician is to have knowledge of what is in the clinical record.
4. Mental Health Crisis Assessment and Intervention Services  
   Defined as the application of mental health crisis screening, crisis intervention and triage services during business hours as a provision of daily on call service for assigned consumers or consumers being served.
5. Individual Mental Health Psychotherapy Services  
   Defined as the general application of one or more psychotherapies for the purpose of modifying maladaptive behavior or the reduction of dysfunctional symptoms.
6. Family Therapy  
   Defined as the application of family psychotherapy for the purpose of improving daily functioning/acquisition of the family unit.
7. Group Mental Health Psychotherapy Services  
   Defined as the application of one or more group psychotherapies for the purpose of modifying maladaptive behavior or the reduction of dysfunctional symptoms.
8. Behavior Modification.  
   Includes assessment and an array of approved behavioral modifications procedures requiring advanced training.
9. Diagnostic Testing  
   Includes the administration and interpretation of psychological tests as it pertains to mental health treatment This includes projective, personality, IQ/intellectual functioning testing for differential diagnostic purposes. This does not include neuro-psychological testing which is a specialty area outside of the Medicaid/GF service boundaries.

**QUALIFICATIONS:**

1. State of Michigan licensure, certification, or registration as required by one of the following professions: Psychologist (LP, LLP, TLLP), physician (MD or DO), licensed master’s social worker (LMSW or LLMSW), licensed professional counselor (LPC or LLPC) or a Licensed Marriage and Family Therapist (LMFT, LLMFT). If not currently licensed, certified, or registered in one of these professions, the individual must be eligible and willing to apply for and obtain such licensure, certification, or registration immediately per the guidelines for the profession.
2. In addition, to provide SUD specific services, the individual must have or be eligible to obtain certification for one of the following:Certified Alcohol and Drug Counselor, Certified Advanced Alcohol and Drug Counselor, or a Certified Co-Occurring Disorders Professional – Diplomate through the Michigan Certification Board for Addiction Professionals (MCBAP) or enter into a developmental plan to obtain such certification following the requirements of MCBAP.
3. Must be a Mental Health Professional (MHP) and a Qualified Mental Health Professional (QMHP), Children’s Mental Health Professional (CMHP) and/or Qualified Intellectual Disability Professional (QIDP) or must be eligible to obtain the designations.
4. The incumbent must have graduate level training in individual and group therapy with adults, children, or special populations.
5. If licensed as a psychologist, the incumbent is able to perform psychological testing if he/she has graduated from a clinical psychology program with course work and lab supervision in the application and scoring of commonly used testing batteries with adults having severe psychiatric disorders.
6. Must be credentialed and privileged to practice at WMCMH by the Executive Committee of the Clinical Oversight Committee of WMCMH.
7. Must possess a valid driver’s license and provide own transportation to and from meetings and activities at varying work locations including all agency locations in Lake, Mason, and Oceana Counties.
8. Lived experiences with mental illness/developmental disabilities/substance use disorders are valued.

**WORK ENVIROMENT**:

1. The staff must be able to: sit for extended periods of time, stand, move from place to place, bend, and stoop.
2. The staff must be able to lift to 25 pounds.
3. Must be able to drive independently in vehicles.
4. This position requires working with others. As such, there is the possibility of exposure to persons with contagious diseases.
5. This position involves working in proximity to persons who may exhibit behaviors that could pose risk of physical injury.
6. There will be exposure to environments that have varying temperature levels, varying noise levels, second-hand smoke, non-barrier-free facilities, weather elements, and other types of conditions.

**Employee Signature**  
  
I acknowledge receipt of this job description. I acknowledge that I have reviewed it, understand its contents, and am responsible for fulfilling the requirements of the position as a condition of my employment.

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Print Name Signature Date