



**NORTON SOUND
HEALTH CORPORATION**

POSITION DESCRIPTION

EMPLOYEE NAME:

POSITION TITLE: Clinician I, II/Psychologist
JOB CODE: 55, 57 or 60
EXEMPT: Yes
TRAVEL REQUIRED: Limited

PREPARED BY: VP CHS
APPROVED BY: Corporate Officers

DATE: 10/01
DATE: 10/01

DEPARTMENT: BHS Outpatient
DIVISION: RHS/BHS

REPORTS TO: BHS Outpatient Director

SUPERVISES: No supervision necessary

PURPOSE OF POSITION: To provide clinical mental health and substance abuse services to the people of the Bering Straits Region in accordance with NSHC's mission, philosophy, policies, and procedures while applying standards of the behavioral health field.

NOT APPLICABLE	MET STANDARD	DID NOT MEET STANDARD
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MAJOR RESPONSIBILITIES:

- I. Core Competencies:

- I. A. Clinical Process and Professionalism:
 - Utilizes the mental health/substance abuse clinical diagnostic process of assessment, diagnosis, planning, intervention, and evaluation when: assessing the client's condition and needs; setting outcomes; implementing appropriate actions to meet the client's/family's physical, emotional, spiritual, social, intellectual and safety needs; and evaluating client's progress.
 - Represents NSHC in a professional manner while acting as an advocate for clients/families, physicians, and other staff members.
 - Maintains quality and efficiency standards as set by the immediate supervisor and makes recommendations for improvements.
 - Participates in activities that promote professional growth and self-development. Attends pertinent in-services, departmental and other meetings as requested by the immediate supervisor.
 - Adheres to all NSHC dress codes, personnel, infection control and safety policies.
 - Upholds NSHC's vision, mission and corporate values.

- B. Problem Solving/Critical Thinking:
 - Identifies work-related problems with possible solutions and implements solution(s), when appropriate.
 - Maintains constant awareness of the legal aspects of position and demonstrates this in decisions regarding client care within the clinician's scope of practice.

- C. Assessments and Interventions: Provides and documents comprehensive and individual assessments identifying client problems and needs with appropriate interventions to achieve desirable outcomes.

- D. Procedures, Therapies, and Treatments: Maintains an in-depth knowledge of behavioral health principles, practices, standards, and techniques and applies this knowledge in accordance with NSHC policies and procedures and in compliance with State and federal laws/regulations.

- E. Care Management: Functions to ensure client care is accomplished effectively and efficiently in a cost effective manner, and the treatment for each client is implemented. Delegates/assigns tasks/duties to other members of the department as appropriate.

- F. Documentation: Gathers data and accurately documents information in a timely manner demonstrating the utilization of the clinical process to promote client outcomes.

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<p>MAJOR RESPONSIBILITIES:</p> <p>G. Safety:</p> <ul style="list-style-type: none"> • Maintains and demonstrates a thorough knowledge of departmental and corporate safety policies and procedures as they pertain to the job, including the fire and disaster plans. • Maintains a safe environment for clients, guests and staff. • Maintains confidentiality of information deemed confidential. <p>H. Teamwork Expectation:</p> <ul style="list-style-type: none"> • Maintains harmonious and cooperative relations with fellow employees, management, clients and guests. • Promotes healing by maintaining a peaceful, orderly and clean environment. • Acts as a role model in maintaining a professional atmosphere. <p>I. Client Education: Participates in facilitating client's and family's learning throughout the clinical experience. Reinforces client's continued health care through teaching and/or referral to community agency follow-up.</p> <p>J. Representation:</p> <ul style="list-style-type: none"> • Works effectively with regional agencies to promote NSHC's Behavioral Health Services. • Works to achieve NSHC goals, and to integrate them with goals and expectations of federal and state governments. • Works effectively with other NSHC divisions and departments to create a quality, comprehensive, client focused delivery system. <p>II. Performs other related work as directed by immediate supervisor (i.e. participates in orientation of new personnel, attends meetings and court hearings when needed, and completes assigned tasks in a timely manner).</p> <p>III. Department/Area Specific: BHS Outpatient</p> <p>A. Customer population specific</p> <ul style="list-style-type: none"> • Demonstrates ability to work with and provide appropriate service and information to the clients, general public, outside agencies, departments, employees and management. <p>1. Provides care to the following age groups:</p> <p style="padding-left: 40px;">___ Latency age children (6-12) ___ Adolescent (13-18) ___ Adult ___ Geriatric</p> <p>B. Demonstrates ability to care for client populations according to policy and procedure. Uses the mental health/substance abuse process to assess, plan, implement, and evaluate the care of these clients.</p> <p>C. Supervisory Responsibilities:</p> <ul style="list-style-type: none"> • Limited supervision of paraprofessional staff. <p>Education: Masters degree or Ph.D. in Social Work or related counseling field, from an accredited college or University.</p> <p>Registration/Certification: Licensed or certified in the State of Alaska or eligible to be licensed/certified in the State of Alaska. Alaska license/certification must be obtained within one year of date of hire.</p>				

POSITION: Clinician	PAGE 3 OF 3	NOT APPLICABLE	MET STANDARD	DID NOT MEET STANDARD
<p>QUALIFICATIONS:</p> <p>Experience: One year of clinical experience in the behavioral health field.</p> <p>Skills: This position requires good organizational skills with attention to detail. Must be able to communicate effectively (oral and written). Possess ability to follow detailed written and oral instruction. Demonstrate professionalism, consideration and confidentiality towards others in stressful situations. Computer skills are required.</p> <p>Physical Requirements: Must be in good general health. Must be physically able to talk, hear, type, file, write, bend, stoop, and reach. Moderate amount of sitting is required.</p> <p>Personal Traits: Must be courteous, accountable, and responsible for self and actions; dependable, honest, cooperative, adaptable, versatile, mature, good listener, objective and able to remain calm under stress. Must have ability to adapt emotional responses to the needs of people of varying temperament and disability.</p> <p>Working Conditions: Well-lighted and ventilated work area. Work may be performed in other settings on occasion.</p> <p>Work Hours: Normal work hours are Monday through Friday, 8am to 5pm. However, because this is an exempt position, occasional evening and weekend work is expected.</p> <p>Travel: Travel to the villages of the Bering Straits Region is required. Must be able to travel on small aircraft in inclement weather. Some travel on snow machine or ATV should be expected.</p> <p>Pay Grade:</p> <ul style="list-style-type: none"> • Pay grade 55 requires MSW and 1 year of clinical experience, experience may include experience at the Bachelors level (2yrs B.A. or B.S.= 1yr MS). • Pay grade 57 requires MSW and Alaska State Licensure or Itinerating Clinician positions that have designated increased caseload responsibilities and travel requirements. • Pay grade 60 requires a Ph.D. (psychologist) 				