



Metro Community Health Center



Director of Mental Health

Metro Community Health Center extends great benefits to our eligible employees.

MCHC current benefits are:

- MCHC pays 100% of the employee premium for UPMC Platinum Small Business Medical, United Concordia dental, STD, LTD and Life insurance
- VBA vision coverage is offered as voluntary coverage that paid for by the employee
- Medical and Dependent Care FSA and HRA
- 2 weeks of paid parental leave
- 20 days (4 weeks) of PTO for your 1st two years
- 10 paid holidays
- 401k with a 4% match

POSITION SUMMARY

The therapist functions as a core member of Metro's Integrated Mental Health Team, providing mental health care in collaboration with the patient's primary care provider, a psychiatrist, and the program's Care Coordinator. The therapist is responsible for providing individual and group therapy for patients' overall mental wellness, including but not limited to managing chronic physical and mental illness, depression, anxiety, trauma/PTSD, grief, bipolar disorder, schizophrenia, personality disorders. The therapist will provide knowledgeable and affirming care to a diverse urban under-served population, including persons of color, immigrants, and LGBTQIA+ identified individuals. The therapist will assist the Care Coordinator in coordinating and supporting mental health care within the primary care side of the clinic, and coordinating resources and referrals to services outside the clinic, if indicated.

ESSENTIAL FUNCTIONS:

- Conduct continuing education and act as a supervisor to employees to ensure departmental standards meet requirements.
- Oversees quality assurance in the program's service delivery including clinical care and documentation.
- Create educational materials for the department including an orientation program and job specific competencies.
- Provides input to the Manager/Director in the evaluation of staff and participates in the performance review process.
- Oversees the program's productivity to meet established standards and to ensure continuity of care in the provision of comprehensive services.
- Provide patient-centered, trauma-informed, LGBTQIA+, and culturally competent mental health care in a primary care setting.
- Develops and implements programmatic and administrative policies and procedures to attain program goals and objectives.
- Work collaboratively in a team with all mental health, physical health and oral health staff.
- Provide intake assessment, screening and evaluate patients for common mental health and substance use disorders, referring to outside services when indicated (ie Rehab, detox, suboxone/methadone, IOP/PHP, support groups/meetings, mental health clubhouses).
- Assess for patient psychosocial needs and connect them to internal and external resources (ie case management services, housing support, food pantries and emergency food boxes, transportation, supported employment, etc.).
- Provide patient education about common physical, mental health, and substance abuse disorders and treatment options.
- Coordinates communication with other service components of the organization and outside agencies involved with clients.
- Provide evidence-based individual and group therapies (ie CBT, Behavioral Activation, Motivational Interviewing, Prolonged Exposure Therapy, IPT, DBT skills, etc.).
- Monitor patients in person for changes in clinical symptoms and treatment needs and communicate changes to the Mental Health Team.
- Provide/facilitate access to in-clinic or outside resources or referrals when indicated.
- Participate in daily morning check-ins with the Mental Health Team to review patients for the day and acute/urgent patient needs.
- Participate in regularly scheduled caseload consultations between Mental Health Team and patients' PCP's focusing on high-risk and high-need patients.
- Engage in regularly scheduled group and individual supervision with the Mental Health Team Manager/Director.
- Facilitate patient engagement and follow-up in care.

- Track patient follow-up and clinical outcomes using a registry, and use the system to identify patients with higher risk/needs, and re-engage patients who have fallen out of care.
- Document patient progress, treatment, and recommendations in the electronic medical record.
- Complete documentation and billing in a timely manner.
- Generate and update patient treatment plans, addressing whole-patient needs, various life-domains that can facilitate improved patient well-being and quality of life.
- Do step-down care with decreased frequency of visits as patients improve, and complete relapse-prevention plans with patients in remission.
- Complete discharge summaries for patients who no longer require this level of care, or who exit treatment for other reasons.
- Adheres to the code of ethics and complies with the state mental health code.
- Serves on the organization's committees, working groups, and other bodies as assigned.

Requirement:

Education/Experience

- Successful completion of an approved Social Work, Clinical Counseling, or Clinical Psychology program required.
- Must have a PhD
- Currently an actively certified Licensed Clinical Social Worker, Licensed Professional Counselor, or Licensed Clinical Psychologist.
- Successful passing of Child Abuse and FBI Clearance.
- Minimum of two years of clinical social work or clinical psychology experience in a community health care environment
- Knowledge of principles, theories, values, and ethics of Mental Health treatment practices, including SBIRT, motivational interviewing, and other evidence-based methodologies.
- Must be committed to providing high quality care to underserved and diverse populations.
- Must be LGBTQIA+ knowledgeable and affirming.
- At least 1 day of evening hours is required.
- Demonstrated experience in working collaboratively with patients and other health care professionals.
- Demonstrated success in providing clinical care and support within an organization of comparable pace and complexity
- Good organizational skills and administrative abilities.
- Flexibility in days and hours available for scheduled work including weekends.
- Demonstrated success in managing difficult patient situations, including conflict resolution and de-escalation.

- Significant knowledge of the impact of how medical ailments affect mental health, and vice versa.
- Knowledge of how medical clinics/practices work and how to navigate medical systems.
- Knowledge of and the ability to adhere to a professional code of ethics.
- Knowledge of and the ability to comply with the state's mental health code.
- Demonstrated success and familiarity with tools, technology, and systems typically found within health care environments (i.e. personal computer skills, spreadsheets, word processing, patient records systems, EMR systems, etc.)
- Second language a plus.
- QTPOC encouraged to apply.

Physical Requirements:

While performing the duties of this job, the employee is regularly required to sit; use hands to manipulate objects, tools or controls; reach with hands and arms; and talk and hear. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and the ability to adjust focus. Noise level in the work environment is usually quiet.

*****All candidates applying will need to be vaccinated for COVID and show proof of receiving the COVID vaccine before being interview and hired. *****