

UW HEALTH JOB DESCRIPTION

Mental Health Clinician

Job Code: 840009A, 840009B, 840009C	FLSA Status: Exempt	Mgt. Approval: G. Rogers	Date: September 2023
Department: Behavioral Health		HR Approval: M. Grayson	Date: September 2023

JOB SUMMARY

The Mental Health Clinician functions as an independent healthcare provider who, working collaboratively within a multidisciplinary health team, provides diagnostic assessment and treatment to adults, children, adolescents, and their families. Responsibilities include assessment/intake, treatment planning, individual and group therapy, case management, and related documentation. Emphasis will be placed on the provision of problem-focused, time-limited psychotherapy in conjunction with other mental health professionals.

The Mental Health Clinician demonstrates an advanced level of clinical knowledge, communication and interdisciplinary collaboration, professionalism, and systems-based practice. This role works with administrative, nursing, physician, and university faculty to assure safe, effective, quality patient care and to promote UW Health's educational and research missions.

The Mental Health Clinician will provide care within their scope of practice as outlined by applicable state law, licensing, regulations, institutional policy, and practice agreements.

MAJOR RESPONSIBILITIES

Clinical Practice:

- Perform assessments to evaluate a variety of mental health and behavioral conditions to children, adolescents, and adults.
- Develop an individualized, prescriptive treatment plan to fit the needs of each patient using appropriate diagnostic and patient placement criteria.
- Conduct individual, family, and group counseling, utilizing methods consistent with evidence-based practice using a brief, focal model of care when appropriate.
- Utilize outcome tools to determine patient progress.
- Coordinate patient care with primary care, other specialty providers, schools, and families via written and verbal communication.
- Arrange for appropriate care within the UW Health system or through outside providers as prescribed in policies and procedures.
- Ensure that each patient's rights are protected and that they are provided with appropriate interventions based on ability to participate, cultural concerns, and diagnostic impression.
- Participate in departmental activities such as clinical care conferences, morbidity and mortality (M&M) conferences, other quality initiative (QI) activities, staff meetings, and trainings. Share expertise and clinical impressions with team members and trainees.
- Maintain progress notes and other documentation required for the client medical record and utilization management within the timelines outlined by UW Health.
- Provide feedback in clinical and diagnostic matters to management staff.
- Participate in quality improvement initiatives and utilization review activities as requested.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Master's degree in Social Work, Psychology, or Counseling								
	Preferred									
Work Experience	Minimum	One (1) year of experience providing evidence-based treatments for a variety of mental health and behavioral diagnoses for children, adolescents, and adults								
	Preferred	Three (3) years of experience providing evidence-based treatments for a variety of mental health and behavioral diagnoses for children, adolescents, and adults								
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Licenses and certifications as detailed below: 								
		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Job Code</th> <th>Licenses/Certifications</th> </tr> </thead> <tbody> <tr> <td>840009A</td> <td> <ul style="list-style-type: none"> • Licensed as a Mental Health provider as required in the State of Wisconsin (i.e., Psychologist, Licensed Professional Counselor-LPC, Licensed Clinical Social Worker-LCSW, Licensed Marriage and Family Therapist-LMFT) • CPR/BLS </td> </tr> <tr> <td>840009B</td> <td> <ul style="list-style-type: none"> • Licensed as a Licensed Clinical Social Worker (LCSW) in the state of Wisconsin • CPR/BLS • Valid Wisconsin Driver's License </td> </tr> <tr> <td>840009C</td> <td> <ul style="list-style-type: none"> • Licensed as a Mental Health provider as required in the State of Wisconsin (i.e., Psychologist, Licensed Professional Counselor-LPC, Licensed Clinical Social Worker-LCSW, Licensed Marriage and Family Therapist-LMFT) </td> </tr> </tbody> </table>	Job Code	Licenses/Certifications	840009A	<ul style="list-style-type: none"> • Licensed as a Mental Health provider as required in the State of Wisconsin (i.e., Psychologist, Licensed Professional Counselor-LPC, Licensed Clinical Social Worker-LCSW, Licensed Marriage and Family Therapist-LMFT) • CPR/BLS 	840009B	<ul style="list-style-type: none"> • Licensed as a Licensed Clinical Social Worker (LCSW) in the state of Wisconsin • CPR/BLS • Valid Wisconsin Driver's License 	840009C	<ul style="list-style-type: none"> • Licensed as a Mental Health provider as required in the State of Wisconsin (i.e., Psychologist, Licensed Professional Counselor-LPC, Licensed Clinical Social Worker-LCSW, Licensed Marriage and Family Therapist-LMFT)
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UW HEALTH JOB DESCRIPTION

			<ul style="list-style-type: none"> Certified Sex Therapist through the American Association of Sexuality Educators, Counselors, and Therapists (AASECT) or completion within 24 months of hire CPR/BLS
	Preferred		

Required Skills, Knowledge, and Abilities	<ul style="list-style-type: none"> Excellent verbal and written communication skills Excellent interviewing and assessment skills Strong ability to translate assessment information into treatment planning Demonstrated success in working with a culturally diverse patient population and community Demonstrated ability in managing stress and crisis situations Knowledge of local, state, and federal community resources available to patients Ability to work independently Ability to maintain a high level of confidentiality Professional demeanor
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AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
<input checked="" type="checkbox"/> Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:			

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.