



# Erie County Health Department Erie County Community Health Center Job Posting #2018-44

*Equal Opportunity Employer*

<b>Position:</b>	<b>Full-Time Behavioral Health Case Worker</b>
<b>Division:</b>	<b>Behavioral Health</b>
<b>Contact Person:</b>	<b>Kathy Bango, Human Resources Office</b>
<b>Salary:</b>	<b>Commensurate with experience</b>
<b>Start Date:</b>	<b>Immediate Opening</b>
<b>Working Hours:</b>	<b>Monday – Friday, 8:00 a.m. – 5:00 p.m. Occasional weekend or evening hours. Hours may be altered to accommodate Agency need.</b>
<b>Posting Opens:</b>	<b>Wednesday, October 24, 2018</b>
<b>Posting Closes:</b>	<b>December 28, 2018</b>

## Qualifications

### Education, Licensure, Certifications, Experience

- Bachelor's degree in behavioral health field from accredited college or university preferred.
- Minimum of three (3) years of experience that is directly related to the duties and responsibilities required.
- Experience with multiple treatment settings including inpatient, partial, outpatient, hospital or residential based.
- Valid Ohio driver's license, current certificate of vehicle insurance, and access to reliable transportation to all assigned work locations.
- National Incident Management System (NIMS)/Incident Command System (ICS) 100.b and 700.a certification within one month of employment.

## Major Responsibilities

Promotes and supports population health by providing direction, controls and evaluations in the day-to-day operations of the facility's clinical programming within a detoxification setting. The Behavioral Health Case Worker will develop short-term clinical services and programs to assist clients in their recovery process, as well as assisting in their transition to the next phase of recovery including inpatient or residential, outpatient or some other form of treatment. They will have an expertise in all facets of chemical dependency, with demonstrated knowledge of special population needs.

## Scope & Impact

The Behavioral Health Case Worker oversees the casework and addiction issues of clients according to the rules of Ohio Administrative Code section 5122-29-13 including benefits. They review and assess treatment plans, including short- and long-term goals. The Behavioral Health Case Worker will review clinical records to evaluate the necessary level of patient care. Supervisory techniques are utilized to solve problems and implement interventions among clients.

The Behavioral Health Case Worker will promote the development of counseling skills and approaches through evaluations and assessments. They will also track documentation and record-keeping for organizational and administrative purposes.

The position has a contributory effect on meeting budget goals which can impact both delivery of essential healthcare and addiction services and achieving the Agency's mission, organizational goals, strategic priorities, and management by objectives (MBOs).

## Primary Job Functions or Essential Functions

Under general supervision and/or as part of the Behavioral Health team, performs the following functions within the framework of the Erie County Health Department and the Erie County Community Health Center's provision of the core functions and essential services of public health:

### Public Health Sciences

- Provide specialized and/or technical agency and program specific information that requires limited interpretation of established policies, procedures and other relevant sources to internal and/or external customers.
- Interview internal and/or external clients to establish program-specific documentation and/or identify services needed.
- Secures information such as medical, psychological, and social factors contributing to client's situation; evaluates these together with client's strengths.
- Counsels clients individually, in families, or in other small groups regarding plans for meeting needs, and aids clients to mobilize inner capacities and environmental resources to improve social functioning.
- Helps clients to modify attitudes and patterns of behavior by increasing understanding of the nature and source of personal problems, and by identifying and building on personal strengths.
- Obtains and completes appropriate client forms, ensures patient confidentiality and maintains orderly medical records. Follows established public health medical records policies and procedures as well as the State and Federal laws that govern the release of health care information.
- Assists in overcoming dependencies, adjusting to life, and making changes.

- Duplicates, collates, scans, assembles, and files materials as needed.
- Maintains paper filing system for Behavioral Health division.
- Relates public health science skills to the Core Public Health Functions and Ten Essential Services of Public Health.

### **Community Dimensions of Practice**

- Provides public health information and data with individuals, community groups, other agencies, internal customers, and the general public about physical, behavioral, environmental, social, economic and other issues affecting the public's health.
- Under general supervision, prepares public health documents and reports.

### **Leadership and Systems Thinking**

- With general supervision, manages projects that support public health interventions.
- Adheres to Occupational Safety and Health Administration standards relevant to job duties, such as exposure to bloodborne pathogens.
- Must follow all safety policies and procedures to ensure an accident-free workplace.

### **Policy Development and Program Planning**

- Provides clinical support to Agency activities related to development and implementation of community health assessment, planning, program, and policy development and implementation activities.
- Adheres to ethical principles in the collection, maintenance, use, and dissemination of data and information.
- Maintains, updates, and uses computerized data management systems and utilizes informatics to improve program operations.
- Collaborates in the development of and provides clinical support to Agency's quality improvement performance management, and evaluation activities.

### **Communication and Cultural Competency**

- Works professionally with doctors, nurses, social workers and other professionals.
- Works with family members, friends and others close to client.
- Works with law enforcement, court systems, and other agencies in cases regarding a client.
- Works with probation officers, community services, and other social agencies.
- Answers telephones; screens calls, responds to inquiries and/or refers callers to appropriate agencies or divisions.

- Under general supervision, compose, draft, type and/or word process, proofread and edit documents, contracts, and/or correspondence to ensure these conform to the appropriate use of the English language and established procedures.
- Process mail and email by attaching related correspondence or information before forwarding, responding to mail when appropriate; respond to mail that can be handled personally; identify priority and/or time-sensitive matters; and maintain security and confidentiality.
- Utilizes appropriate methods for interacting effectively and professionally with persons of all ages and from diverse cultural, socioeconomic, educational, racial, and ethnic backgrounds, sexual orientations, lifestyles and physical abilities.
- Adheres to ethical principles and Erie County Health Department policy in the collection, maintenance, use and dissemination of data and information.
- Keeps live data and documentation daily on client notes.

### **Financial Planning and Management**

- Performs all administrative, clinical activities related to Behavioral Health Division according to Agency policies and procedures.
- Perform accurate numerical calculations involving reconciling accounts; electronic claims submission, program billing, and/or other applications.
- Identifies funding opportunities and new program areas to match Agency priorities using research tools.

### **Other**

- Performs public health emergency response duties as assigned and consistent with job classification and training provided, in response to threats to the public's health.
- Participates in Agency and community emergency response training and drills in support of disaster preparedness consistent with job classification.
- This position will be responsible for using quality improvement (QI) and performance management (PM) processes and/or techniques to improve the effectiveness of the public health programs. This includes, but is not limited to: creating, implementing, and evaluating performance standards and identifying, implementing, and assessing program quality improvement processes.
- Assumes responsibility for own professional growth and development by pursuing education, participating in professional committees and work groups and contributing to a work environment where continual improvements in practice are pursued.
- Performs other duties as assigned consistent with job classification.
- Greets visitors and clients in a friendly, competent, professional and informed manner.
- Gathers patient information and secures signed documents as needed.
- Schedules client appointments.
- Eases any concerns or distress client may exhibit during the intake process.

- Responds to questions with timely, accurate and complete information.
- Answers and redirects incoming calls as appropriate.
- Follows all regulations and requirements pertaining to public health, federally qualified health center (FQHC), and Agency policies toward the workplace.

### **Special Requirements, Skills, Abilities, & Qualities**

#### **Behavioral Expectations**

- Treats others with courtesy and respect in all interactions.
- Responds with flexibility to changing needs.
- Manages multiple tasks and deadlines.
- Supports and promotes the Agency's vision, mission, and core values.

#### **Knowledge and Skills**

- Knowledge of the core functions and essential services of public health.
- Knowledge of general office principles and practices.
- Knowledge of software applications relative to the position assignment.
- Knowledge of basic accounting and mathematics.
- Knowledge of proper English grammar, usage, and spelling.
- Knowledge of action tracking on specific work assignments or other items related to work position.
- Knowledgeable in and provide information to clients and family members regarding addiction issues and services available.
- Ability to keep accurate reports and records.
- Organizational skills.
- Requires a self-starter with the ability to work both independently and as a team member in a professional environment.
- Good natured with a positive attitude; able to perform under pressure.
- Ability to interact effectively and in a supportive manner with clients, stakeholders, and public peers.
- Always courteous and respectful regardless of race, creed, family and/or economic situation.
- Bilingual language skills a plus.
- Ability to use good judgment and persistence in overcoming challenges, addressing conflicts and solving problems.
- Effective oral and written communication skills, including phone skills and etiquette.
- Attention to detail, and adherence to established policies and procedures required.
- A problem solver, with the ability to organize and prioritize responsibilities.

- Is flexible, and able to embrace and implement change.
- Knowledge of medical terminology a plus.
- Touch typing/keyboarding and touch ten-key; both with speed and accuracy.
- Working knowledge of Windows personal computer, Microsoft Word and Excel.
- Knowledge and understanding of Patient Centered Medical Homes (PCMH) process.
- Current knowledge of Medicare/Medicaid regulations and ICD-9/CPT coding.
- Knowledge and understanding of public health accreditation process.
- Criminal background verification required.
- Ability to time budget in areas of workforce development and Agency duties.

**Due to the need for all Health Department personnel to respond to public health emergencies, the employee must be assessed for his/her ability to meet the physical demands of performing the following activities:**

- Engage in the following movements: climbing, balancing, stooping, kneeling, crouching, reaching, standing, walking, lifting, fingering, grasping, feeling and writing and repetitive motions.
- Must be able to be fitted and wear NIOSH 95 mask. (Requires the elimination of facial hair/beard.)
- Exert up to 50 pounds of force frequently, and/or a negligible amount of force constantly to move objects.
- Hearing ability sufficient enough to communicate with others effectively in person and over the phone.
- Ability to hear and respond to internal or external emergency or evacuation alarms.
- Visual ability must be sufficient enough to read typewritten documents, computer screen and drive a car.

If unable to demonstrate these abilities based upon a standardized, objective assessment performed by external occupational health professionals, all reasonable accommodations will be made, in compliance with the Americans with Disabilities Act and any other applicable Federal and Ohio law.

### **Working Conditions While Performing Essential Functions**

- General office setting in health department facilities, as well as occasionally in community sites including clients' homes and workplaces.
- Work performed in the community is sometimes subject to conditions that range from inclement weather to dangerous conditions such as snow/ice, cold, heat, noise, wetness/humidity, vibration, sudden temperature changes, and poor illumination at the job site or due to travel on the job. Travel to and from off-site locations may subject worker to increased risk of driving

hazards. Community locations may subject worker to communicable diseases, insects and other disease vectors, toxins, hazardous materials, chemicals and animals.

- In all settings, employees in this classification may occasionally need to relate to members of the public who exhibit challenging atypical or hostile behaviors and/or communication.
- May include alternate sites, temporary locations and/or multiple locations depending on the public health emergency.

### Equipment Used to Perform Essential Functions

Including, but not limited to computer, fax, copier, scanner, calculator, multi-line telephone, cell phone, camera, video recorder, public health and medical equipment and supplies related to duties, and personal vehicle.

**Bloodborne Pathogen Risk Code:**  None  Low  Medium  High

### Qualified Applicants

Qualified applicants may apply by visiting the Erie County Health Department/Erie County Community Health Center's website, [www.eriecohealthiohio.com](http://www.eriecohealthiohio.com), where employment applications and current job postings are available for viewing and completion. A completed Erie County Health Department/Erie County Community Health Center employment application must be submitted to the Human Resources Department prior to 5:00 p.m. on December 28, 2018. EOE/AA/ADA

Approved for Content & Posting \_\_\_\_\_

  
Erie County Health Commissioner

Date \_\_\_\_\_

12/29/18