



POSITION ANNOUNCEMENT LICENSED CLINICAL SOCIAL WORKER

Department: Behavioral Health/Medical
Status: Full Time

Supervisor: Director of Behavioral Health
Date: July 2021

A. SUMMARY:

As a part of a multidisciplinary team, the Licensed Clinical Social Worker (LCSW) is responsible for conducting thorough clinical assessments, developing individualized care/treatment plans; crisis assessment and interventions, providing individual, family and/or group therapy, in accordance with CSMD policies and procedures, professional standards of practice, and requirements of federal, state and local regulatory and/or licensing agencies/organizations. The LCSW is also responsible for thorough and timely documentation into the client electronic health record for all client contact. The LCSW makes appropriate referrals for community resources, providing warm-handed referrals when possible and follows standards of practice/laws for mandatory reporters of abuse and neglect. Must be able to work other sites as needed.

B. PRIMARY RESPONSIBILITIES:

1. Has knowledge and understanding of Employee Handbook.
2. Carries out the meaning of the CSMD Mission and Vision statements.
3. Practices a culture of safety to reduce or prevent risk of injury, claims, loss, or liability by utilizing the Risk Management and Infection Control Plan.
4. Performs responsibilities with a high-quality standard to yield improved compliance, quality, and patient outcome measures by adhering to the Quality Improvement Plan.
5. Is present and ready for work as scheduled.
6. Attends in-service trainings, departmental meetings, and community events.
7. Works cohesively with team members.
8. Consults with Psychiatrist, Medical Director Chief Executive Officer or designee before decisions are made on questions of interpretation.
9. Provides knowledge and supporting documentation to supervisor for the development, implementing, and evaluating center's annual health care plan.
10. Organizes work to track and follow through on any referrals, requested support services case management or other necessary information to help multidisciplinary care team meet the client needs.
11. Prepares and presents monthly reports to supervisor outlining individual plans/goals/interventions to meet the Centers overall productivity and performance improvement goals.
12. Provides an effective communication link between patients and providers.

13. Performs studies, analysis, and completes documentation to ensure adherence to best practices and evidence-based interventions which impact patient care.
14. Ensures accurate and appropriate documentation into client electronic health record.
15. Consults regularly with psychiatry team in treatment team staffings and other means of contact to collaborate on patient cases, and assist in decision-making, care planning and facilitating positive patient outcomes.
16. Acts as an advocate for the safe delivery of care and well-being of the client.
17. Meets or exceed organizational standards as it relates to improving client's health literacy.
18. Attends required organizational meetings and participation on internal committees. Conducts in-service training as required or requested.
19. Utilizes technology to create a more efficient and effective way of doing business.
20. Actively participates in professional association activities which aligns with the values and mission of CSMD.
21. Maintains confidentiality of workplace information according to the policies and procedures of organization.
22. Performs other duties as assigned by supervisor and/or the Medical Director.

C. SUPERVISES:

None.

D. TRAINING:

Relias CareSouth Onboarding
Relias Track Behavioral Health

E. PERFORMANCE MANAGEMENT EVALUATION TYPE:

Clinic

F. REQUIREMENTS:

EDUCATION: Licensed Clinical Social Worker is required to be a graduate of an approved and accredited school with a Master's Degree in Social Work.

TRAINING AND EXPERIENCE:

The Licensed Clinical Social Worker must possess a high level of ethics in managing patient confidentiality and advocacy with three to five years of post-master's experience working with children, adolescents, families, and adults. Knowledge/experience of budgets and organizational structure as it relates to administrative positions in a healthcare setting/environment would be useful. Effective communication skills: both oral and written. Ability to work with others or within a team and interpret a variety of instructions furnished in written, oral, diagram or schedule form.

JOB KNOWLEDGE:

Ability to organize, prioritize and work independently as well as schedule and produce

work in a timely manner. Experience and ability to effectively utilize personal computers, various hardware and software packages. Must be able understand follow organizational budget.

PHYSICAL REQUIREMENTS:

1. Visual acuity - always
2. Hand – eye coordination - always
3. Lifting approximately 10-15 lbs, Pushing, Pulling - sometimes
4. Stooping, Bending, Sitting, Standing - sometimes
5. Walking- frequent; short distances
6. Must be capable of standing on a step stool and reaching above head and shoulder area.

WORK ENVIRONMENT:

1. Indoor, environmentally controlled
2. Exposure to disease or infections
3. No vibrations
4. Exposure to artificial and/or natural light

APPLICATION PROCEDURE:

Please submit a completed employment application found at www.caresouth.org or the HR office. CareSouth is an EOE.

CLOSING: This announcement will remain open until filled.