

HIVAlliance

Position: Behavioral Health QMHP

Department: ACW - Clinical

Reports To: Senior Program Director

Location: Eugene

Position Type: 1 FTE, 40 Hours/Week, Exempt

Work Type: Hybrid/Remote Eligible, up to 50% remote

Salary Range: QMHP-C or QMHP-R \$32-\$33.92, QMHP with LCSW or LPC License \$34-\$36.04, QMHP-C or QMHP-R without license and CADC \$34-\$36.04, QMHP with LCSW or LPC license and CADC \$37-\$39.22

Salary Note: Bilingual candidates are eligible for an additional \$1.50 Bilingual Differential. This Bilingual Differential is not included in the salary range above.

Benefits Available: Read more at <http://hivalliance.org/employment/benefits>

Agency Overview: Read more at <https://hivalliance.org/engage/careers-at-hivalliance/>

External Applicants: Apply directly through our website, via the Agency Overview link. All applicants must submit a complete job application, supplemental questions, and resume via the job portal to be considered.

Internal Applicants: Apply via email, following the emailed application instructions

Position Summary:

The primary role of the Qualified Mental Health Professional (QMHP) is to provide comprehensive mental health services and to provide initial assessment of behavioral health and substance use, and make appropriate referrals to outside community providers when needed. This position works closely with Behavioral Health Manager and Program Director to provide high-quality, low-barrier behavioral health services.

Approximately 90% of our clients have Oregon Health Plan; 50% of our clients are living with HIV; 75% of our clients are members of the LGBTQ+ communities; and 33% of our clients are members of trans* communities. Many of our clients have significant trauma histories, a history of substance use, and experience financial stress.

Essential Functions and Responsibilities:

- Conduct and document comprehensive mental health assessments
- Develop Individual Services and Support Plan (ISSP) in collaboration with clients
- Provide individual, family or group psychotherapy within the scope of education and training
- Maintain confidentiality and records in compliance with CFR 42, HIPAA and HIVA policies and standards
- Serve as a client advocate and collaborate with other providers and staff in helping clients get access to government benefits, services, and healthcare as needed
- Administer outcome measuring tools
- Assist with mental health crisis situations during scheduled office hours

- Maintain current QMHP status and all applicable licensure
- Utilize the electronic health record and billing systems appropriately
- Refer clients to other psychiatry, behavioral health, substance use, or dual diagnosis programs as appropriate
- Ability to work well with others, handle stress appropriately, have reliable attendance
- Ability to use personal cell phone to run agency phone system software, MFA, etc.
- Other tasks as assigned, including training/cross-training other staff as needed

Required Qualifications:

- TB test (provided at agency)
- Ability to pass agency criminal background check and ORCHARDS background check
- Graduate degree (Master's or Doctorate) in clinical psychology, social work, counseling, or related behavioral health field.
- Ability to become credentialed by the Coordinated Care Organization (CCO), and Division of Medical Assistance Programs (DMAP) as a Qualified Mental Health Professional (QMHP).
- Knowledge and experience of health insurance network participation, billing, and billing appeal process.
- Knowledge of relevant Oregon Revised Statutes and Oregon Administrative Rules.
- Demonstrate clinical understanding of how trauma affects individuals, families and communities .
- Detailed understanding of Harm Reduction and client centered principles and ability to be receptive to learning and implementing them in all services provided to individuals, families, and groups.
- Excellent communication skills.
- Ability to work in a dynamic environment and maintain a positive attitude.
- Ability to identify areas of improvement and work on collaborative problem solving.
- Strong de-escalation skills and ability to remain engaged and calm during stressful situations
- Experience working with clients with substance abuse and/or mental health issues
- Self-manager/self-motivated and solution focused

Professional Competencies:

- Interpersonal Communication & Conflict Management (proactively communicates effectively, listens carefully to others, exhibits acceptable standards of conduct, deals effectively with others in difficult situations, works to reduce tension & conflict)
- Organizational Awareness (takes time to learn about agency culture, policies, and procedures; recognizes and balances the interest and impact of one's department with those of other departments, programs, and the agency as a whole)

- Embraces Change (actively identifies problems and opportunities for change, implements solutions where appropriate, maintains effectiveness & adjusts well when experiencing changes in work tasks, environment, processes, and requirements)
- Living the Agency Vision & Values (demonstrates an understanding of agency vision and values, keeping the vision and values at the forefront of decision making)
- Client & Customer Focused (keeps client and customer needs a primary focus; develops and sustains productive relationships with clients, customers, & partners)
- Valuing Diversity (appreciates and leverages the capabilities, insights, & ideas of all individuals; works effectively with individuals of diverse style, ability, & motivation)

Physical Demands:

While performing the duties of this job, the employee is required to

- Repetitively use hands, including grasping, twisting/turning of wrists, and finger dexterity to perform various necessary clerical duties, such as typing and writing.
- Frequently use arms, such as pushing & pulling to open/close drawers, cabinets, etc.
- Sit and/or stand for extended periods of time at an assigned station
- Bend, stand, & reach to be able to transport clients and to lift and carry up to 25 pounds for tasks such as building kits & assembling testing/educational materials.
- Use continuous clarity of vision at 20 inches or less for processing of paperwork

The physical demands described above here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job.

Working Conditions, Travel, and Environment:

The duties of this job require individuals to be able to work in non-traditional and community-based settings. Additionally, the duties of this job include travel to other locations necessary to complete essential job functions, including the ability to transport self to job-related events and locations. This role requires regular reliable attendance, including:

- Ability to work flexible hours, including early mornings, evenings, and weekends
- Ability to work 5 days per week for a minimum of 40 hours per week
- Ability to work in loud, crowded, busy, or escalated environments
- Ability to drive at night and during various weather conditions safely