

# Cross Road Health Ministries, Inc.

## Job Description

**Job Title:** Licensed Clinical Social Worker (LCSW)  
**Department:** Behavioral Health  
**Supervisor:** Medical Director  
**FLSA Status:** Full-time Exempt  
**Approval:** By: KJW Date: 5/20/2019  
**Work Hours:** Regular office hours; nights, holidays and weekends as scheduled and as needed.

**Position Summary:** The Clinical Social Worker works as part of an interdisciplinary team and provides person, families, or vulnerable populations with the psychosocial support needed to cope with chronic, acute, or terminal illness. Also conducts assessment and diagnosis, provides counseling support and longer-term psychotherapy for co-occurring conditions, medical case management, and crisis interventions. Assists with accessing benefits, community resources, transportation, and other resources as needed.

### **Essential Duties and Responsibilities:**

**(Responsibilities, Accountabilities, and Competencies; May not include all duties of this job)**

- Identify, assess, and treat mental health conditions as defined by the DSM-5
- Collaborate with other professionals in diagnosing and providing treatment to individuals with mental disorders, as well as various behavioral and emotional disturbances
- Case management/care coordination, particularly for individuals with chronic and/or complex medical conditions
- Patient navigation, especially for patients moving among different care levels
- Identify and referral for specialized services (i.e. substance abuse treatment, legal services, housing, etc.)
- Assist with entitlements, medications, transportation, advance directives
- Outreach and coordination with other community resources and agencies (i.e. Office of Children's Services, Juvenile Probation, Copper River Native Association, Copper River School District, Child Advocacy Center, etc.)
- Serves as a Certified Assistance Counselor providing outreach and enrollment assistance for individuals becoming insured through the affordable care act
- Administers and supervises social service programs, providing assistance in developing social service programs and resources
- Provides consultation on various social aspects of procedures, policies, and services to volunteers, medical staff, community groups, and clinic clients
- Recognizes the role of client in the treatment planning and advocacy for clients or patients to help resolve crises
- Participates in general management and provider meetings, treatments team, and case supervision meetings
- Serves as CRMC organizational emergency management coordinator and liaison with the Local Emergency Planning Committee (LEPC)
- Complies with all applicable CRHM policies
- Understands and agrees to actively support CRHM's Mission and Values
- Adheres to the NASW Code of Ethics

**Qualifications:** To perform this job successfully, an individual must be able to perform the essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required.

**Education/Experience:** Master’s degree in social work from an accredited institution. Experience in clinical social work activities is preferred. License in the state of Alaska as a Licensed Clinical Social Worker (LCSW) is required.

**Other Qualifications:**

Professional Practice: Practices in a professional manner, and collaborates with other health team members. Strives to improve own level of competence through skill development, keeping abreast of social work trends and new developments in health care. Knowledgeable of social service procedures, policies, and resources and has the ability to analyze and interpret information to plan appropriate interventions.

Communication: Communicates in a positive, professional and effective manner with members of the health care team, clients, and their families to promote positive client outcomes. Answers inquiries accurately, and in a timely manner. Writes reports, memos, and evaluations in a complete, clear, concise, and timely manner. Makes appropriate use of the computer in written communication.

Emotional Stability: Because Clinical Social Work involves frequently dealing with crises, the profession requires emotional resilience and stability.

Attendance: Regular attendance is a requirement of this position.

**Physical Demands/Work Environment:** The physical demands described 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.

While performing the duties of this job, the employee is regularly required to use hands to finger, grasp, handle or feel and to reach with hands and arms. The employee is frequently required to use and operate medical instruments or devices, sit, stand, walk, see, speak, and hear. The employee is occasionally required to kneel, climb stairs, climb or balance. The employee is regularly required to lift up to 10 pounds, occasionally lift up to 25 pounds, and rarely lift more than 50 pounds (i.e. moving or positioning a patient). This position occasionally requires safe practices in the handling and exposure to blood, body fluids, infectious diseases or tissues. The work environment characteristics described here are representative of those employee encounters while performing the essential functions of this job.

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This Job Description reflects CRHM’s best effort to describe the essential functions and qualifications of the job described. It is not an exhaustive statement of all the duties, responsibilities or qualifications of the job. This document is not intended to exclude an opportunity for modifications consistent with providing reasonable accommodation. *This is not intended to be a contract.*

**Your signature indicates you have read this Job Description and understand the essential qualifications and functions of the job.**

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Employee Signature: \_\_\_\_\_

Employee Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

HRD Signature \_\_\_\_\_

Date \_\_\_\_\_