

Licensed Clinical Social Work:

Full-Time (55K-60K with benefits)

CHARG Resource Center is a nonprofit mental health organization in the heart of Capitol Hill. We specialize in a community-based model of service, and we pride ourselves on maintaining a strong partnership model between consumer, clinician, and the community. CHARG operates two locations, one of which is a community mental health clinic, the other is a Drop-In program located a few blocks from the clinic.

CHARG Resource Center is looking for an energetic and engaged LCSW to join our clinical team! This licensed clinical social worker needs to have strong clinical and care management skills. Case load is very manageable, and the right person will help us grow our client population.

This position will report to the Executive Director, however, will be required to have frequent collaboration with all members of the CHARG team as well as Colorado Coalition for the Homeless. Good boundaries as well as effective communication skills are essential.

Compensation is competitive, and will be based on experience, skill set, and enthusiasm to help CHARG grow and stand out as a provider of choice. Additionally, due to the COVID19 pandemic, knowledge and use of tele-video interfaces for interview purposes as well as for clinical contact and intervention strategies is essential.

This position will be staffed with a primary work focus being Case Management services for the Colorado Coalition for the Homeless.

About Colorado Coalition for the Homeless

We believe all people have the right to adequate housing and healthcare. We work to remove the barriers that restrict access to these rights. Society benefits when adequate housing and healthcare are available to everyone.

We create lasting solutions to homelessness by:

1. Honoring the inherent dignity of those we serve, affirming their capabilities and fostering their hope that a better life is possible;
2. Building strong, caring communities through the integration of housing, healthcare and supportive services;
3. Advocating for social equity and challenging the status quo on behalf of the individuals and families we serve;
4. Achieving excellence through continuous quality assurance, innovation and professional development; and
5. Using resources judiciously and effectively.

Job Summary

The Clinical Case Manager will provide assessments, including diagnostic evaluations, consultation, education, brief therapeutic interventions, group therapy and referral/linkage for individuals with mental/behavioral health and substance use issues. The Behavioral Health Provider I will provide individualized and enhanced coordination of care across the treatment spectrum with goals of maximizing functioning within the community and decreasing need for emergent care.

Essential Job Functions

1. Conducts screenings and assessments, including diagnostic evaluations, and determines medical necessity for behavioral health services.
2. Provides a range of counseling services, as appropriate for client care, using treatment models including motivational interviewing, solution-focused therapy, and cognitive behavioral therapy. Provides targeted brief interventions and therapy.
3. Provides crisis de-escalation, including careful, thorough risk assessment coupled with appropriate interventions and follow through.
4. Works in close collaboration with case managers, peer specialists, and other team members to assist clients in achieving their treatment goals.
5. Coordinates care with the consulting psychiatric prescribers, primary care physicians and behavioral health professionals in making diagnoses, formulating treatment plans, and monitoring client progress.
6. Serves as liaison with external agencies involved with client care to establish and maintain effective working relationships on behalf of clients.
7. Provides individualized and enhanced coordination of care across the treatment spectrum with goals of maximizing functioning within the community.
8. Works with clients to identify interests and links them with agencies and groups to facilitate engagement with meaningful activities.
9. Demonstrates respect, cultural competence and knowledge of trauma informed care in interactions with clients, staff, and external community providers.
10. Provides transportation, as needed, in CCH vehicle or arranges for other transportation assistance to help clients in accessing care and meeting treatment goals.
11. Assists patients in accessing basic needs directly related to their behavioral health care needs such as shelter, food, obtaining prescriptions, etc.
12. Provide a minimum of 40 clinical encounters/month.
13. Utilizes the practice information system and EHR as appropriate, and follows Coalition and BHO/DBH guidelines regarding documentation of services provided.
14. Maintains on-going competency in the use of the EHR which includes:
 - a. Recording all patient visits in a timely and complete fashion.
 - b. Completing all documentation within 24 hours of clinical contact.
 - c. Maintaining up to date records in ELF on all current and active clinical clients.
 - d. Recording telephone and other clinical communications as needed in the EHR.
 - e. Managing tasks, PAQ and scanning as needed to have a complete and current chart.
 - f. Maintaining accurate information regarding the client's insurance status and complete Medicaid authorizations, CCARs, DACODES, and other clinical authorization documentation as needed to sustain funding and provide services to individuals.
 - g. Utilizing the EHR and any future upgrades as directed
 - h. Maintaining a passing score in all compliance audits
15. Maintains on-going competency in the use of HMIS, which includes accurate and timely documentation and careful tracking of all data elements required by any applicable grant funding.
16. Participates in peer review and peer clinical audits and evidence-based practice projects as requested.
17. Makes appropriate referrals to outside entities, including specialists and others, to provide additional supports, whenever indicated, especially for the care of clients with complex or severe mental health, substance use and/or medical concerns.
18. Attends meetings on time and participates in clinical and administrative meetings as deemed appropriate and necessary for the job.
19. Participates in regular clinical and nonclinical supervision.
20. Maintains a work environment that is marked by respect for others; that values inclusiveness and builds workforce diversity; and that fosters cooperation and teamwork.
21. Performs additional duties deemed necessary and appropriate by the program manager and/or the DOES director.

Education and Work Experience

1. Master of Social Work, Counseling, Psychology or related degree required.
2. Licensure as a LCSW /LPC or in the process of working towards licensure required.
3. One year of experience serving people who are homeless and/or impoverished and who experience behavioral health challenges preferred.
4. Clinical experience interacting with clients in integrated health care, mental health care, or substance use treatment settings preferred.

Knowledge, Skills and Abilities

1. Sound critical thinking and decision-making skills.
2. Consistently superb customer service skills; excellent interpersonal communications skills demonstrating a high degree of emotional intelligence.
3. Knowledge of homeless issues and demonstrated sensitivity to and a desire to work with underserved populations.
4. Able to pass automobile insurance carrier's motor vehicle record investigation, required.
5. Knowledge of evidence-based and promising practices as related to behavioral health counseling, to include brief, targeted interventions, short-term treatment, and outcomes measurement.
6. Knowledge of mental health and substance use issues (e.g., diagnosis, treatment, symptoms, and special needs).
7. Knowledge of motivational interviewing, solution focused therapy, cognitive-behavioral therapy and related counseling skills.
8. Able to listen effectively, synthesize and analyze information, and respond creatively to challenging issues.
9. Demonstrated skill in operating office equipment, such as computers, software (e.g., Microsoft Word, Excel, and PowerPoint; e-mail; electronic health record), and telephones.
10. Demonstrated skill in oral and written communication.
11. Able to organize and prioritize multiple responsibilities simultaneously and exercise critical thinking and reasoned professional judgment.
12. Bilingual (English/Spanish) preferred.
13. Able to ensure accuracy of data management and reporting.
14. Able to make sound decisions, using available information while maintaining appropriate confidentiality.

CHARG Resource Center is an equal opportunity employer, and we strongly encourage applicants with diverse cultural, ethnic, and/or sexual orientation backgrounds to include diverse cultural, ethnic, sexual, and/or gender identities.

Please email your letter of interest and resume, attention Dr. Todd Helvig, to todd@charg.org.