

Mobius, Inc.
Job Description

Position Title:	Behavioral Health Professional
Department:	Behavioral Health Services
Reports To:	Director of Behavioral Health
Supervises:	N/A
FLSA Status:	Non-Exempt
Last Revised/Approved:	January 2018

POSITION SUMMARY:

Principal responsibilities are to provide quality support services consistent with child's needs, program expectations, and Agency policy by implementing individual program plans as directed.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Implements individual client program plans as directed, including clinical and teaching plans, behavior management plans, recreational and social plans and general care plans.
2. Knows and follow all applicable rules, regulations, policies and procedures
3. Maintains accurate, thorough and timely documentation in all aspects of job responsibilities and according to policy and procedure.
4. Report personnel issues affecting services provided and/or individuals served to the Program Manager or Director of Behavioral Health.
5. Implements goals and objectives of the service as directed by the Program Manager or Director of Behavioral Health.
6. Attends team meetings when applicable to ensure continuity of care.
7. Participate in the development and evaluation of intervention and/or teaching plans.
8. Participate in Admissions and Discharges of individuals served.
9. Knows about the lives and histories of the individuals served and applies that knowledge in serving each client.
10. Models appropriate or desired behavior for individuals served.
11. Participates in supervision based upon the amount of hours worked. Example: 40 hours = 4 hours supervision.

NON-ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Performs additional duties as assigned.

GENERAL EXPECTATIONS:

1. Be committed to the mission of Mobius, Inc.
2. Work as a member of the Behavioral Health team in the performance of duties.
3. Work in harmonious relationships with all employees, applicants, co-workers, management and visitors.
4. Maintain confidentiality and protect the Agency by keeping information concerning clients, employees and the Agency itself confidential.

5. Potential - through a learning environment; seeks new knowledge and stays abreast of changes in his/her field, then uses that knowledge to improve client service or operations, and maximizing individual, team and Agency potential; shares and integrates that knowledge with the team to make the most of teachable moments.
 6. Leadership - through innovation; explores new, creative and better ways of doing things that maximize client service, team productivity and cohesiveness, and Agency goals, and when feasible, implements them.
 7. Compassion - through mutual respect and belief in one another; develops effective working relationships inside and outside of the agency; demonstrates teamwork and flexibility; ensures clients have every opportunity to make freely given relationships and be active members of their community; applies supports consistently.
 8. Excellence - through self-assessment and quality assurance; produces work that is complete, accurate, and timely, serves its purpose(s), and meets applicable documentation standards.
 9. Citizenship - through contribution to the community; a) actively participates in outside community activities, events and causes to build a stronger community as appropriate to their position and role and b) actively supports clients to attend, participate and belong to community activities, events and causes.
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PHYSICAL REQUIREMENTS:

The physical requirements described here are representative of those that must be met by the Incumbent 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 frequently required to stand; walk; sit; repetitively use hands to finger, handle, or feel, including operation of a standard computer keyboard; reach with hands and arms and talk, see and hear; and lift and carry up to 35 pounds. Specific vision abilities required by the job include close vision, distance vision, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those the incumbent encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work may be performed in a variety of environments and work settings. Area travel may be required. Exposure to certain patient populations that may exhibit physically aggressive behavior. Risk to exposure to blood-borne pathogens.

QUALIFICATIONS NEEDED FOR POSITION:

Experience and Skill Requirements: The following experience and skills are considered essential:

- At least one year of experience in the social services field preferred.
- Listening/comprehension skills, ability to understand client needs and unidentified challenges.
- Communication Skills, ability to communicate effectively with parents/caregivers, children, and other members of the team.
- Computer experience using Microsoft Windows and Microsoft Office software products required.

Education Requirements: The following education requirements are considered essential:

- High School Diploma or equivalent.
- BHP Certificate which can be provided within 6 months of hire.
- All orientation training will be completed within 60 days of hire; in addition, 20 hours of continuing education (and/or the number of training hours required by incumbent's licensure, whichever is greater) is required annually.

** All requirements and skills are considered to be essential, unless otherwise indicated. **

External and internal applicants, as well as position incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.

The job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Supervisor - Print Name

Employee - Print Name

Supervisor - Signature

Employee - Signature

Date

Date