



Job Description

Psychiatric Clinical Nurse Specialist

OR

Psychiatric Nurse Practitioner

(Serving the Cambridge & Somerville Communities)

POSITION OVERVIEW:

The Network Health Alliance program uses teams of community health workers, nurse practitioners, and mental/behavioral health clinicians to supplement clinic-based primary care for patients of all ages with multiple chronic diseases, difficulty managing their illnesses, and high rates of hospitalizations and preventable emergency room visits. Many of these complex patients are challenged by difficult family situations, mental illness, behavioral challenges, substance use, or developmental delay. Pediatric patients may have multiple chronic diseases, but most commonly have poorly-controlled asthma.

POSITION SUMMARY:

The Behavioral Health Specialist provides consultation and support to the clinical team regarding mental health/substance abuse treatment and management. When appropriate, the Behavioral Health specialist provides mental health and addiction treatment at the request of the primary care providers. The Behavioral Health specialist coordinates mental health/addiction treatment services in accordance with the treatment plan, and works collaboratively with the clinical team to manage or co-manages complex mental health cases.

PERMANENT ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Assess and triage the mental and behavioral health concerns of patients and families, in collaboration with the nurse practitioner.
- Provide behavioral health services for patients and families, including individual and family support, behavioral assessments and monitoring, parent education around pediatric mental/behavioral health issues, and other such services.
- Facilitate referrals to existing behavioral health and social service providers, and facilitate care coordination.
- In close collaboration with the CHW Program Manager, provide support to community health workers as they provide health promotion to patients with mental health and behavioral health challenges.

RESPONSIBILITIES (CONTINUED):

- Provide regular individual and group clinical supervision with CHWs, with sessions that include both case review and support around broader challenges (e.g. setting boundaries, healthy coping for providers, etc.). Help CHW develop strategies to complete patient interventions despite these broader challenges.
- Directly observe CHWs in patient interactions as necessary to provide detailed clinical supervision and quality improvement.
- Triage crises that arise with clients that are observed by CHWs in collaboration with the nurse practitioner, including but not limited to issues of domestic violence, child protection, substance use, suicidality, and threatening speech or behavior.
- Provide coaching, problem-solving support, and modeling around topics including therapeutic alliance building, de-escalation, and family relationships.
- Collaborate with the Program Manager in organizing and/or leading team meetings that review mental illness, social services, and other such topics relevant to direct patient care.
- Participate in ongoing staff development trainings to maintain and improve personal knowledge-base.
- Attend weekly staff meetings and case reviews.
- Perform other related tasks as assigned.

SUPERVISORY RESPONSIBILITIES

- Regular individual and group clinical supervision of CHWs, as requested.

REQUIREMENTS

- Advanced Practice Clinical Nurse Specialist **OR** Nurse Practitioner with Psychiatric specialty with Massachusetts licensure and DEA prescriptive authority
- Professional and clinical experience in the areas of mental health, counseling, and substance use preferred.
- Minimum three years of experience required.
- Supervisory experience preferred. Experience with community health worker supervision preferred.
- Spanish, Portuguese, and/or Haitian Creole fluency strongly preferred.
- Excellent interpersonal skills and demonstrated ability to interact professionally with culturally and educationally diverse staff and patients.
- Demonstrated interest and ability to work with children, adolescents, and families.
- Mental health and crisis intervention experience including knowledge of emergency psychiatric and child protection services.
- Creativity, flexibility, sound judgment, and the ability to take initiative.
- Excellent time management and organizational skills.
- Strong communication and writing skills.
- Demonstrated ability to work as an effective team member and leader in a complex and fast-paced environment.

TO APPLY FOR THIS POSITION – PLEASE CLICK ON THE LINK BELOW:

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