

POSITION DESCRIPTION

Classification:	Behavioral Health Specialist
Title:	Behavioral Health Specialist
Employee Name:	VACANT
Program:	Child Care Health Outreach
Division:	Prevention Services
FTE:	0.5 FTE
FLSA:	Non-Exempt
Represented Status:	APHU – Allied Professional
Salary Range:	17
Position Number:	639
Effective Date:	January 2020
Revised From:	January 2018

Definition:

Under the direction of Prevention Services supervisor, or designee, this position will perform a variety of services related to behavioral health of children in child care facilities. Activities will include collaboration with child care providers and community partners to improve behavioral health in child care settings, awareness and education regarding a broad range of mental, social, and emotional health topics to effect positive behavior changes, development and facilitation of distance learning, in person, and on-line trainings, and the assessment of child behavior and behavior management within the child care setting.

Incumbent will work collaboratively with various disciplines and agencies serving child care facilities to identify and address behavioral needs impacting the child care population. The behavioral health specialist works closely with caregivers to assist them in the management of child behavior within a group setting, and applies a working knowledge of public health practices and concepts of child behavior. The focus of this position is not to work individually with one child at a time, but rather to support the providers who care for children with tools for success. The individual demonstrates cultural competency in the ability to engage with people from diverse backgrounds, cultures, and socioeconomic circumstances to influence the child care community.

The position involves working cohesively with other members of the Child Care Health Outreach team, which includes a public health nurse, an environmental health specialist, and a nutritionist. As a member of the Child Care Health Outreach team, the behavioral health specialist will have tasks and responsibilities that contribute to the overall group efforts and are not always specific to behavioral health. This may include program planning, administrative work, attending events put on by colleagues, marketing the program, and networking with various community members or agencies at the local and state level.

Work is performed under general supervision. The supervisor defines objectives, priorities, and deadlines and assists incumbent with unusual situations, which do not have clear objectives or precedents. Incumbent plans and carries out assignments and handles problems and deviations in accordance with experienced judgment, instructions, policies, procedures, and/or accepted practices. Work is evaluated for competency of professional judgment and achievement of goals and objectives.

Examples of Work Performed:

This individual is expected to operate with considerable latitude and apply sound judgment to make recommendations, decisions and solve problems consistent with public health practice and participate as a member of cross-functional teams. Specific examples of work will include, but not be limited to the following:

Screening and Assessment:

- Supports and/or facilitates child care providers and processes to assess strengths and weaknesses in children's behavior management and helps to identify community resources
- Assesses children's behavior as a group dynamic and consults with child care providers on topics such as separation anxiety, injury of self or others, obsessive compulsive disorder, attention deficit hyper activity disorder, autism, eating and sensory disorders
- Assesses educational and resource needs of child care providers; designs and implements appropriate training
- Identifies cultural patterns influencing child care behavioral practices

Policy Development and Program Planning:

- Works collaboratively in community efforts to develop, promote and implement policies and action plans to improve the behavioral health of children in child care facilities and other early learning settings
- Educates policy makers about child care behavioral issues in Snohomish County and recommends policies or other solutions to meet identified needs
- Mobilizes partnerships between policy makers, parent child health providers, social service agencies, nutritionists, families, general public and others to identify and address behavior problems
- Provides input into the fiscal and narrative components of proposals for funding from external sources
- Researches best practices that seek to improve the behavioral health of children in child care facilities and determine new ways to address issues

Partnership and Collaboration:

- Collaborates with child care providers and parents to promote a unified approach to serving children with emotional behavioral issues in a group setting
- Develops/maintains collaborative working relationships with child care providers, preschools, school age care, early learning centers, licensing, social service providers and others serving the population
- Represent child care behavioral concerns in community- based work groups
- Collaborates across SHD programs to promote health to children and providers in child cares
- Refers, consults and conferences with program supervisor and team/community members on a regular basis
- Assists in orientation of new team members and may act as a preceptor to students

Communication and Education:

- Promotes behavioral health through educating providers about stages of child development
- Works with child care providers to assist them in developing effective means of helping children to learn to interact positively with others and communicate their emotions
- Models how to express emotions, problem solve with words, and treat others with respect
- Assists child care providers with creating environments that reinforce appropriate behavior
- Assists providers in obtaining knowledge and ability to include children with special needs, including care plan development
- Educates on improving the quality of care for special needs children in the child care environment
- Provides access to resources and services available in the community
- Develops distance learning, online, and on-site classes for child care providers that address behavioral health topics
- Presents information sensitively, effectively and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds and persons of all ages and lifestyle preferences

Associated Duties:

- Participates in appropriate continuing education workshops/conferences to increase skill and competencies
- Contributes to the production of a monthly newsletter and other program publications
- Performs other related duties as assigned

Knowledge, Skills and Abilities:

- Knowledge of public health and behavioral health practice
- Knowledge of infant and child development
- Ability to establish and maintain effective working relationships with staff, management, colleagues, other professionals, and the public
- Ability to interpret and present data and information to diverse populations
- Ability to perform documentation according to standard guidelines and legal requirements
- Ability to participate in public health planning and outreach efforts
- Ability to plan and conduct educational programs
- Ability to work independently and exercise good judgment in carrying out position responsibilities
- Ability to utilize a variety of computer equipment and software
- Ability to effectively review research and other background information
- Ability to facilitate and lead group discussions among community groups and other community leaders.
- Ability to reach conclusions for effective decisions or recommendations
- Skilled in communicating ideas effectively orally and in writing
- Skilled in working with diverse populations
- Skilled in effectively using interpersonal skills with tact, diplomacy, patience and courtesy

Job Location, Working Conditions and Equipment Utilized:

Work is performed in a variety of settings such as in an office, school, home child cares, child care centers, and other community settings. Duties require travel to other locations throughout the county and state. The incumbent will utilize a vehicle, telephone and other standard office equipment including a personal computer and other IT equipment. The incumbent may be exposed to individuals who are irate or hostile. The noise level in the work environment is usually moderate.

Required Physical Traits:

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

- Requires ability to drive an automobile and sufficient mobility to access various work locations.
- Requires manual and finger dexterity and hand-eye-arm coordination to write and to operate computers and a variety of general office equipment. Requires mobility to accomplish other desktop work, retrieve files, and to move to various locations
- Requires visual acuity to read computer screens, printed materials, and detailed information; specific vision abilities required by this classification include close vision, distance vision and color vision, peripheral vision, depth perception, and the ability to adjust focus. Frequently required to talk, or hear effectively
- May involve occasional kneeling, squatting, crouching, stooping, crawling, standing, bending, climbing (to stack, store or retrieve supplies or various office equipment or files)
- Lifting and carrying up to 50 pounds occasionally with or without assistance (example: a box of copy paper)

Education and Experience Required:

Education: Bachelor's degree in counseling, social work, psychology, or a related field.

Experience: 2 years of professional level work experience, not including internships or practicum

Or: In place of the above requirement, the incumbent may possess any combination of relevant education and experience which would demonstrate the individual's knowledge, skill, and ability to perform the essential duties and responsibilities listed above.

Licenses, Certifications and Other:

- Master's degree in counseling, mental health counseling, social work, psychology, marriage and family therapy, or related field, *preferred*
- Department of Children, Youth, and Families certified trainer; or ability to obtain certification within one year
- A valid Washington State license as a Certified Counselor or Mental Health Counselor or Social Worker, *preferred*
- Fluency in a foreign language, *preferred*
- Valid Washington State Driver's license or ability to obtain one within 30 days of hire and a driving record which meets the requirements of Snohomish Health District's insurance carrier
- Background check pursuant to RCW 43.43.830

Acknowledgement: Position description reviewed by Employee and Manager

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

Assistant Director Signature: _____ Date: _____

Division Director Signature: _____ Date: _____

Human Resources Signature: _____ Date: _____

The statements contained herein reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required, and the scope of responsibility, but should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned including work in other functional areas to cover absences or relief, to equalize peak work periods, or otherwise to balance the workload.