Tanager Place currently has Behavioral Health Intervention Services (BHIS) positions open.

Tanager Place is a pioneering behavioral healthcare organization that delivers high quality care across a full continuum of mental health services. Serving Iowa children and families for over 140 years, we have staff of over 250 caring professionals.

Tanager Place employees embody our mission to provide children and families with services that inspire, empower and heal. Our emphasis is on Prevention, Treatment, & Outreach. Tanager's full continuum of care includes inpatient services, community based services, mentoring programs, integrated health care coordination, autism services, mental health outpatient services and a summer camp.

Our passion is providing a world class work culture that engages employees in all aspects of our mission and creates ways for employees to grow. We have an onsite training center that provides innovative classes that promote ongoing education, employee development, and support for other non-profit agencies in the Corridor.

Tanager proudly services Eastern Iowa with two locations in Cedar Rapids and one location in Coralville. We invite you to join our team creating a positive impact on thousands of children and families lives!

As a member of the Behavioral Health Intervention (BHIS) Team you will be directly meeting with children and their families to provide skill building services addressing their mental health diagnosis. Skill services center around seven focus areas to include: cognitive flexibility skills, communication skills, conflict resolution skills, executive skills, interpersonal relationship skills, problem solving skills, and social skills. In this position, you will provide indirect coordination and collaboration with other professionals to coordinate services for the benefit for the child/family.

**Education/Experience:**
- Bachelor’s degree in social work or related human services field and a minimum of one year relevant post-degree experience in the human services field;
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work;
  - Bachelor’s Degree in human services field without relevant experience but 20 hours of mental health training will be considered.
  - Bachelor’s Degree in a non-related field with two years of relevant post-degree experience will be considered.
  - Bachelor’s Degree in a non-related field with no relevant experience and 30 hours of mental health training will be considered.

**Essential Functions include but not limited to:**
- Ensures schedule deadlines and compliance with programmatic rules, regulations, laws, etc.;
- Works in conjunction with respective federal, state and other local agencies.
- Support integration of client services by collaborating and working as a member of an interdisciplinary team at Tanager Place.
- Collaborate with other agencies and community services as an effective member of a team.
- Provides information to clients, and others concerning program requirements.
- Complete professional documentation which meets agency, accreditation, and contract holder standards within an Electronic Health Record system.
- Provide high quality services to consumers using evidence-based practices.
- Develops and prepares all reports as required, including personalized treatment plans, crisis plans, and progress notes.
- Effectively assess client behavior and progress to assist with data gathering.
- Be cognizant and respectful of cultural and socioeconomic characteristics of clients/family;
- Markets the BHIS program within the community with support from the Advancement team and resources;
- Performs all work duties and activities in accordance with Tanager Place policies; procedures and safety practices;
- Ensures safe, legal transportation for self and others in the employee’s vehicle;
- Meet at times and places convenient and appropriate to client/consumer needs (client home, office, and school setting) and be accessible by phone;
- Attend a minimum of 8 hours annually of applicable behavioral health trainings;
- Ensures that assigned staff meet or exceed department billing expectations;
- Maintains professional boundaries with clients/consumers, families, and other agency employees;
- Completes all necessary trainings as assigned including required continuous education, conference attendance, review of relevant materials, and completion of Relias trainings;
- Performs all work duties and activities in accordance with Tanager Place policies; procedures and safety practices;
- Attends work regularly at the designated place and time;
- Performs related work as required.

Knowledge/Skills/Abilities:
- Ability to navigate and effectively utilize computer programs such as Excel, Word, and our Electronic Health System and other applications appropriate to assigned duties and responsibilities;
- Knowledge of Federal, State and local laws governing BHIS client rights and provider relationships;
- Knowledge of the State Medicaid guidelines and understanding of the Managed Care Organizations contracted in the state of Iowa;
- Ability to communicate effectively verbally and in writing to establish and maintain positive effective working relationships with other Tanager Place employees, program participants, and the community;
- Ability to critically think through issues/problems and identify effective solutions/outcomes;
• Ability to quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
• Ability to engage children and families in skill based sessions;
• Implementing and executing a crisis plan with the child and family;
• Knowledge of Trauma Informed Care and its use to treat clients and families;
• Create and implement interventions to meet skill development deficits in the clients we serve;
• Implement and modify treatment approaches and interventions based on the ages, abilities, and needs of clients;
• Ability to act as a positive emissary of Tanager Place in all meetings with public and other agency employees to promote positive image of Tanager Place at all times;
• Ability to create and manage your own work schedule, within given parameters and based upon family availability, to ensure your monthly billing expectation is met.

Required Attributes:
• Effectively utilize the agency’s Electronic Health Record system;
• Knowledge and use of the agency’s Resilience and Trauma Informed Care model;
• Ability to empathize with people who are in a state of crisis or emotional distress, offering a caring, understanding, and empowering environment;
• Ability to quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
• Ability to critically think through issues/problems and identify effective solutions/outcomes;
• Ability to be patient with the change process utilizing the change management process when appropriate;
• Organization and time management as you balance clinical work, documentation, and scheduling of clients;
• Positive, proactive attitude, takes initiative without prompting;
• Ability to cope under stressful situations and handle complex assignments;
• Independence and confidence are essential as you work in the community and address client crisis or needs;
• Handles multiple work assignments successfully;
• Ability to be agile in order to meet changing needs of BHIS clients, regulations, departmental, and agency directives.

Schedule: Monday through Friday; flexibility required.

To Apply:
Application Required
Please apply online at https://recruiting.myapps.paychex.com/appone