



Emergence Health Network

El Paso Center for Mental Health/Intellectual Disabilities

Behavioral Health Technician

Job Code: BHT - 105

Revision Date: November 9, 2022

Starting Salary: \$13.87 hourly; \$28,858 annually

FLSA: Non-Exempt

Overview

We are an agency committed to innovative behavioral health services in trauma-informed care that promote healing and recovery to instill a sense of empowerment and foster a lifelong sense of resilience.

General Description

The Behavioral Health Technician (BHT) functions as an active part of the treatment team, providing continuous patient care, supervision, interaction, and role modeling to patients ranging in ages depending on work location. BHTs work under the direction of a nurse and /or other appropriately designated staff. The Behavioral Health Technician participates in delegated activities and in the care of the client and promoting safety, both physical and emotional, for the client. Responsible for providing services through the observation, monitoring, management and documentation process of the client in the care setting. Follows policies and procedures and exhibits leadership by assuming responsibility and accountability of actions. Displays commitment to patient care and adheres to the EHN code of ethics, exhibits self-direction, partakes in continued learning and participates in research activities when possible. Provides a safe and therapeutic environment for consumers.

Duties and Responsibilities

The functions listed below are those that represent the majority of the time spent working in this position. Management may assign additional functions related to the type of work of the position as necessary.

- Must be able to positively interact and develop rapport with clients their families, professional and support staff, and various levels of staff from community agencies.
- Must be able to maintain a calm non-defensive, supportive attitude during crisis or potential crisis situations.
- Must be able to demonstrate
- Manual dexterity to keep documentation records.
- Able to visually and auditory monitor patients.
- Know techniques to prevent behavior harmful to the clients or others.
- Provide behavior management in crisis situations.
- Assess potential crisis situations and call for assistance if needed.
- Emotional stability necessary to perform the essential functions of the job.
- Vision and hearing sufficient to perform the essential functions of the job.
- Other duties and locations as assigned.

Minimum Education and Experience Requirements

Requires High School graduation or GED equivalent. No experience required.

Required Knowledge and Abilities

Knowledge of trauma-informed theories, principals, and practices (includes multi-faceted understanding of concepts such as community trauma, intergenerational and historical trauma, parallel processes, and universal precautions), preferred.

Physical Demands

Performs light to medium work that involves walking or standing virtually all of the time and also involves exerting between 20 and 50 pounds of force on a regular and recurring basis or skill, adeptness and speed in the use of the fingers, hands or limbs on repetitive operation of mechanical or electronic office or shop machines or tools within moderate tolerances or limits of accuracy.

Unavoidable Hazards (Work Environment)

- Involves routine and frequent exposure to:
 - Bright/dim light; Dusts and pollen.
 - Radiation; Disease/pathogens.
 - Toxic/caustic chemicals; Explosives; Violence.
 - Other extreme hazards not listed above.

Special Certifications and Licenses

- Prefers Certified Nursing Assistant or Medical Assistant.
- Must possess and maintain a valid state Driver's License with an acceptable driving record.
- Must be able to pass a TB, criminal background and drug screen.

Americans with Disabilities Act Compliance (ADA)

Emergence Health Network is an Equal Opportunity Employer. ADA requires Emergence Health Network to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

Other Job Characteristics

- Staffing requirements, including criteria that staff have diverse disciplinary backgrounds, have necessary State required license and accreditation, and are culturally and linguistically trained to serve the needs of the clinic's patient population.
- Credentialed, certified, and licensed professionals with adequate training in person-centered, family centered, trauma informed, culturally-competent and recovery-oriented care.

Note: This Class Description does not constitute an employment agreement between the Emergence Health Network and an employee and is subject to change by the Emergence Health Network as its needs change.