



## **JOB DESCRIPTION**

### **Behavioral Health Technician**

Behavioral Health Technicians are mental health employees who provide hands-on care to individuals with varying degrees of mental illnesses and/or developmental disabilities. BHT's perform a vital, front-line function in all healthcare settings as they observe, treat and interact with patients.

This position carries out doctors' orders, serving as the eyes, ears and hands of the diagnosing professional. They report back on how the treatment is working or any unusual symptoms that need professional attention. They help patients with personal grooming and other activities of daily living. They also help conduct educational, recreational and therapeutic activities.

#### **Essential Functions**

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Helps patients with their personal hygiene, such as bathing and keeping beds, clothing and living areas clean.
- Observes patients to detect behavior patterns and reports observations to medical staff.
- Intervenes to restrain violent or potentially violent or suicidal patients by verbal or physical means as required.

#### **Competencies**

Excellent observation skills; The ability to work well with people; Important personal characteristics include a stable personality and true motivation to help others; Customer/Client Focus; Ethical Conduct; Thoroughness; Flexibility; Personal Effectiveness/Credibility; Stress Management/Composure; Teamwork Orientation; Bedside Manner & Compassion; Health Promotion and Maintenance; Creating a Safe, Effective Environment; Informing Others; Good Judgment.

#### **Supervisory Responsibility**

This position has no supervisory responsibilities.

#### **Work Environment**

Because patients/clients need care 24 hours a day, scheduled work hours may include nights, weekends and holidays. This position spends most of their time on their feet. BHT's are sometimes confronted with violent patients who must be restrained.

#### **Physical Demands**

The physical requirements here are representative of those that must be met by an employee to successfully perform the essential functions of all direct care positions.

- Protective holds, movements and carries
- Blocking and redirecting patient movements against the patient's weight (40-250 pounds)
- Physical interventions in response to aggressive and self-injurious behavior
- Ability to move quickly and confidently to intervene in situations when protective holds and/or movements are deemed necessary
- Ability to pursue a bolting patient

- Successful completion of CALM training (non-violent self-defense)
  - Including but not limited to: pivoting, knee squats, shuffling front and backwards, carrying people, assisting a person to the floor, stabilizing people in standing, seated, prone and supine positions.
- While performing the duties of this job, the employee is regularly required to see, talk, and hear.

### **Position Type/Expected Hours of Work**

This position regularly requires long hours and frequent weekend work.

### **Travel**

This position may require less than 25% travel, dependent on the MSP client location that you are assigned to. You, alone, have the opportunity to accept or decline job assignments based on location and travel required.

### **Required Education and Experience**

- Candidates who have completed an associate's degree given preference.
- Minimum of high school diploma and one year related experience in a care giving or educational environment; hospital, school, day care, special education or autism.
- Strong interest in working with special needs populations.
- Ability to communicate and work in a team style environment.
- Applicants must have positive academic and employment references
- Applicants must be bright, energetic individuals with a strong desire to work with children or young adults.
- Applicants must be physically, mentally and emotionally prepared for a challenging career experience.

### **AAP/EEO Statement**

MedServices Personnel Inc. is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status or any other characteristic protected by law.

### **Other Duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

**JOB DESCRIPTION ACKNOWLEDGEMENT/CERTIFICATION**

I certify that I can perform the essential functions of the position with or without reasonable accommodation(s). Please use this sheet of paper to list accommodation requests. My signature certifies my understanding of the requirements, essential functions and duties of the position.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

Date\_\_\_\_\_