



Position: Integrated Behavioral Health Clinician (SBIRT)

Position Summary:

The Screening, Brief Intervention, and Referral to Treatment (SBIRT) Program at Hidalgo Medical Services (HMS) integrates behavioral health and substance use services into primary care through systematic screening, timely brief intervention, referral, and follow-up. SBIRT is an evidence-based public health approach to identify, reduce, and prevent behavioral health (BH) risks and disorders.

The Integrated Behavioral Health Clinician (SBIRT) responds to positive behavioral health and substance use screenings generated within the primary care setting and provides clinical review, brief evidence-informed intervention, Motivational Interviewing (MI), referral to treatment, warm handoffs, care coordination, and patient engagement activities within the clinician's professional scope of practice.

The clinician promotes excellent, patient-centered service delivery; supports compliance and quality expectations; and contributes to a professional culture responsive to the needs of the communities HMS serves and aligned with the HMS Mission, Vision, and Values. The position reports to the Director of Community Behavioral Health and works collaboratively with the Chief Behavioral Health Officer (CBHO), primary care teams, behavioral health providers, care coordinators, and community partners.

POSITION RESPONSIBILITIES:

1. Respond to positive behavioral health and substance use screenings in accordance with established HMS clinical workflows, including in-person and telehealth encounters as appropriate.
2. Provide timely clinical review, brief intervention, and Motivational Interviewing to support patient understanding, readiness for change, risk reduction, and connection to appropriate services.
3. Provide same-day brief interventions and warm handoffs when feasible in coordination with primary care and behavioral health team members.
4. Recognize and respond to behavioral health and substance use safety concerns identified during SBIRT encounters and follow HMS protocols for clinical consultation, escalation, crisis assessment, and emergency referral, within the clinician's scope of practice.
5. Facilitate referrals and warm handoffs to the appropriate level of behavioral health, substance use disorder, medical, psychiatric, community, or social support services based on identified needs and patient preference.
6. Track patients referred to treatment or other services to support initiation and engagement; conduct follow-up and address barriers to care as appropriate.

7. Partner with patients and relevant care team members, including care coordination, behavioral health, primary care, and community partners, to identify and reduce barriers to whole-person wellness.
8. Maintain timely, accurate, clear, and concise documentation of screening follow-up, brief interventions, referrals, care coordination, patient engagement, and other clinical services in the electronic health record in accordance with HMS policy, payer requirements, and applicable professional standards.
9. Use appropriate documentation and coding workflows as established by HMS and consistent with the services rendered and the clinician's credentials.
10. Participate actively in clinical supervision, treatment team meetings, case conferences, training, and consultation activities required by HMS and by the clinician's license or credential.
11. Provide and seek consultation, as appropriate to scope and experience, with multidisciplinary team members, trainees, and other providers.
12. Engage and collaborate with relevant systems and key participants to support continuity, coordination, and alignment of care.
13. Provide clinical services using methods compatible with evidence-based, trauma-informed, culturally responsive, and patient-centered principles and practices.
14. Practice at all times within the scope of the clinician's individual New Mexico license, HMS credentialing/privileging requirements, and applicable supervision requirements.
15. Perform other duties as assigned that are consistent with the position and the employee's professional scope of practice.

Minimum Qualifications:

1. Current, active New Mexico behavioral health license. Qualifying licenses may include LPCC, LMFT, LMSW, LADAC, or LSAA, subject to applicable scope-of-practice, supervision, credentialing, and privileging requirements.
2. Ability to provide screening follow-up, brief behavioral health and substance use interventions, Motivational Interviewing, referral to treatment, care coordination, and patient-engagement activities within professional scope.
3. Demonstrated interest in SBIRT, integrated behavioral health, rural health, and community health.
4. Computer literacy sufficient to maintain required clinical documentation, assessments, data systems, and compliance with applicable licensing and certification standards.
5. Must have and maintain a current, valid New Mexico Driver's License, an acceptable driving record consistent with HMS requirements, and required automobile insurance when driving is an essential function of the role.
6. Fluent written and oral communication skills in English.

Preferred Experience and Knowledge:

1. Experience with SBIRT principles, workflows, or integrated behavioral health in primary care.
2. Training in or experience with Motivational Interviewing and brief evidence-informed behavioral interventions.

3. Familiarity with commonly used behavioral health and substance use screening tools, such as PHQ-9, GAD-7, AUDIT-C or other AUDIT formats, DAST-10, and trauma screening tools used by HMS.
4. Knowledge of substance use, co-occurring behavioral health conditions, harm reduction principles, trauma-informed care, and culturally responsive care.
5. Experience with referral, warm handoff, care-transition, and patient-engagement practices.
6. Understanding of social drivers of health and barriers to treatment engagement, particularly in rural and underserved communities.
7. Experience collaborating with primary care teams, behavioral health providers, community agencies, and multidisciplinary partners.
8. Experience delivering services in outpatient, community, telehealth, or other integrated-care settings.
9. Commitment to the highest ethical and professional standards and to practicing within the boundaries of the clinician's license or credential.
10. Fluent written and oral communication skills in Spanish.

To Apply:

Completed HMS Employment Application may be emailed to jobs@hmsnm.org or

Dropped off or mailed:

1105 N. Pope Street, Building C, Silver City, NM 88061

or

530 De Moss Street, Lordsburg, NM 88045

For more information call 575-534-0788 or 575-542-2326

