



Vayu Health Licensed Clinical Social Worker Job Description

Vayu Health is a California non-profit set to launch a completely different care model for people with diabetes living in underserved communities, and we are looking for like-minded people passionate about equity, person-centered care, and reducing barriers to accessing high-caliber diabetes care. We believe that a major shift is needed in the way we care for low-income people living with a chronic condition, especially sub optimally controlled diabetes, and are currently looking to build out our clinical team.

If you love working in an innovative team environment, are excited by participating in creative programming for patients, and are an independent thinker and self-starter, this just might be the perfect opportunity for you.

About Us

Vayu Health is a California non-profit start-up company with a radically different approach to healthcare. Our vision is to transform the lives of underserved Medicaid members living with multiple chronic conditions, behavioral health needs, and social determinants of health (SDOH) through a team-based approach to care which places patients at the center of decisions about their own health. We are passionately driven to improve health, equity, and experiences for every patient we work with, while also lowering costs.

Our care model is rooted in trusting relationships with patients, and also with the providers, community partners and health plans that we work with. To sustain vibrant, patient-centered programs we are designing a payment model that rewards our care team for doing the right thing at the right time for these vulnerable populations.

A Medi-Cal Managed Care Health Plan has agreed to an implementation partnership with a community clinic system in rural California and we are building our team now to launch this exciting program. We have not seen that incremental change leads to an equitable health care system, so we created this collaboration as the first step of a significant shift in how Medicaid primary care providers and patients experience care, and how health plans cover costs.

Our Team

Our team is made up of people that are excited about building something new, and every team member regardless of role has a voice in creating our new company. Our team believes passionately in reducing barriers to care for vulnerable populations, and has a strong focus on equity. The care team includes local community coaches, certified diabetes educators, licensed clinical social workers, and community clinic physicians. With this multidisciplinary team, care delivery will be a combination of coordinated, proactive in-person and virtual care, delivered when and where the patient wants and needs it.

The Licensed Clinical Social Worker (LCSW) is an integral team member, co-managing a Medicaid Managed Care population of adults with sub-optimally managed diabetes, and also contributing to the design and improvement of our program. The role is part-time (50%) with the opportunity to grow into a full-time role as the program expands. The position is largely a virtual (at home) role, with travel within California, such as to the Chico/Yuba City region, as required.

Essential Duties and Responsibilities

- Co-manage panel of 50-100 patients living with diabetes and potentially other chronic conditions, with combined remote and primary care-based team members
- Provide individual and group behavioral therapy, consultations and community referrals, crisis interventions, and safety assessments for members
- Actively participate in virtual daily team huddles and largely virtual weekly case conferences to collaborate, advocate, and confer on patient health needs to develop and improve person-centered action plans
- Engage in target setting for the new clinical initiatives and managing those targets, including decreasing unnecessary hospitalizations, emergency room visits, and unnecessary specialty referrals and participate in quality improvement process to effect change
- Support existing services in the community or work as the bridge to longer-term behavioral health services, including referrals to agencies that provide supportive services to fragile patients and assisting in the arrangement of community resources
- Actively participate in planning and/or implementation of initiatives related to Behavioral Health integration and collaboration with external vendors, community-based service providers, and/or the larger Vayu Care Team
- Demonstrate organization and flexibility in patient care assignments to adequately perform the job functions and satisfy the needs of the patients
- Applies systems practice and population health management to support achievement of the Quadruple Aim (reduced costs, better outcomes, improved experience, and improved work life for healthcare providers)
- Other duties as assigned

Requirements for the Role

- Maintain an active LCSW in the state of California
- Focus on crisis and trauma informed intervention and counseling, problem-solving and conflict resolution, patient and family management, interdisciplinary collaboration, biopsychosocial assessments, cultural humility, education, advocacy, and community resource linkages
- Experience working with individuals with chronic medical and chronic behavioral health diagnoses, and day to day chronic care management
- Skilled in cognitive behavioral therapy and motivational interviewing
- Experience educating and advising masters-level social workers, health coaches, and/or care teams on basic principles of behavioral interventions and reinforcing their use in medical visits

Essential Qualities & Mindset

- Excel at empathy and human interactions, with passion to improve individual and community health
- Excited to wear many hats within a small startup environment
- Willing to work with the Vayu model of interdisciplinary teams, with the Coach as the main direct interface with the patient
- Flexible and positive attitude, radiating positive energy and assuming good intentions
- A self-starter who can work independently and collaboratively to deliver results
- Excited about how technology can support the work and help drive toward new, better care
- Respects and has a passion for working for the underserved, Medicaid population
- Highly organized and strong attention to detail

We offer competitive salaries and benefits consistent with experience.