



HUMAN BEHAVIOR INSTITUTE

Full Service Behavioral Health

Las Vegas, Nevada (HPSA 17) • Reno, Nevada (HPSA 18)



Recruiting Contacts:

📞 Toll-Free 1 (800) 441-4483 Ext. 236

✉️ careers@hbinetwork.com

RESY DEATON, Presenter

📞 Direct: (702) 515-3636

✉️ rdeaton@hbinetwork.com

BIANCA GOLDSTEIN, Alt. Contact

📞 Direct: (702) 515-3602

✉️ bgoldstein@hbinetwork.com

HAS MULTIPLE AVAILABLE POSITIONS FOR

ALL BEHAVIORAL HEALTH PROFESSIONALS

with unrestricted license (or eligible) to practice in Nevada

- M.D./D.O Board Certified (or Board-eligible) in Psychiatry
- Psychiatric Nurse Practitioners/Physician Assistants
- Clinical Psychologists
- Clinical Social Workers
- Marriage and Family Therapists
- Licensed Professional Counselors

HBI NETWORK – CAREER AND TRAINING

<http://www.hbinetwork.com/about-us/careers/>

NHSC JOB CENTER

Human Behavior Institute - Las Vegas

<http://nhscjobs.hrsa.gov/external/sites/index.seam?siteId=48739>

Human Behavior Institute - Reno

<http://nhscjobs.hrsa.gov/external/sites/index.seam?siteId=51275>





HUMAN BEHAVIOR INSTITUTE

Full Service Behavioral Health

Join our multi-disciplinary team!

HBI Las Vegas and Reno have over 50 staff clinicians combined (Psychiatrists, Psychologists, Social Workers, Therapists, Addiction Counselors, and Rehab Service Clinicians) and over 30 administrative support staff. HBI's culturally-diverse "family" has the inherent ability to serve and respond to the needs of a mutually diverse community.

We offer **competitive wages**, and for eligible full-time employees - comprehensive benefits, including:

- ✓ medical, dental and vision insurance
- ✓ employer-matched retirement account
- ✓ merit increases and bonuses
- ✓ paid sick leaves (or "mental health" days)
- ✓ paid vacation days
- ✓ paid holidays

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Why join HBI?

HBI's recruitment plan is designed to provide mentorship and supervision to new and aspiring professionals, and an all-inclusive access for even the more experienced providers to HBI's resource of multi-disciplinary clinicians and managed care professionals.

What makes it even better is the practical education we provide to our clinicians on understanding behavioral health managed care solutions, and working with both commercial and public sector insurance plans. As a result, HBI staff clinicians acquire valuable knowledge of the business aspects of a behavioral health care practice. HBI has a proven record of helping many mental health practitioners launch their own private practices.

No other organization nationwide offers such a multi-dimensional opportunity that HBI does!

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HUMAN BEHAVIOR INSTITUTE

Full Service Behavioral Health

Las Vegas, Nevada Life beyond the Strip

- ✓ No state income tax! Low sales tax compared to other metropolitan areas.
- ✓ Affordable housing! Median sale price of single family homes = \$200K
- ✓ Master-planned communities with great amenities, shopping, dining, recreational parks, golf courses, schools and churches – Summerlin, Green Valley, Mountain’s Edge, Southern Highlands, Seven Hills, and more
- ✓ University of Nevada, Las Vegas and CCSD Magnet Programs for the Arts, Science, Math, and International Studies
- ✓ Great Southwestern adventure destination for the outdoor enthusiasts:



- Red Rock Canyon National Conservatory Park – rock climbing, hiking, cycling, horseback riding, camping and picnics
- Mt. Charleston – hiking, cycling, camping, picnics, and skiing
- Lake Mead – Hoover Dam tour, hiking, boating and other water sports
- Sand dunes – great for ATV’s, and other off-road vehicles
- Spring Mountain Ranch – shows “under the stars”, picnic, hiking, cycling, and horseback riding
- ✓ The Smith Center for the Performing Arts, Discovery Children’s Museum, Springs Preserve, and other exhibits
- ✓ Cirque du Soleil, Blue Man Group, Celine Dion, Chris Angel, Terry Fator, Off-Broadway Shows, and other entertainment
- ✓ Convenient! Open 24 hours. Most places are within a 15-min drive from the city center
- ✓ Major hub for domestic and international destinations
- ✓ Great weather – well, except during summer... *but at least it’s dry heat.*

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HUMAN BEHAVIOR INSTITUTE

Full Service Behavioral Health

Reno, Nevada

The Biggest Little City in the World

- ✓ No state income tax! Low sales tax compared to other metropolitan areas.
- ✓ Affordable housing! Median sale price of single family homes = \$200K
- ✓ Master-planned communities with great amenities, shopping, dining, recreational parks, golf courses, schools and churches
- ✓ University of Nevada, Reno • Davidson Academy, School for the profoundly gifted middle and high school students • WCSO Signature Academy and Career & Technical Education (CTE) programs

- ✓ Great 4-season destinations for the outdoor enthusiasts:

- Reno and Lake Tahoe Water Adventures
- Skiing and Snowboarding - 15 Ski Resorts
- Land Adventures - Rock Climbing, back country adventures, ATV tours, and horseback riding
- Air Adventures – Air Balloon Festival, Skydiving, Hang Gliding and Paragliding
- Family Adventures – The Discovery Museum, and Wild Island Family Adventure Park
- Lake Tahoe Shakespeare Festival - For over 35 years, people have spread out their blankets on the pristine beach of the Lake Tahoe's Sand Harbor State Park with wine and cheese, and enjoyed The Lake Tahoe Shakespeare Festival
- Music Festivals, Jazz Festivals, Arts and Crafts

- ✓ Major hub for domestic and international destinations



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What happens when YOU join HBI?

As new clinical staff, you will gain immediate direct experience and training on the following aspects of the clinical practice.

ORIENTATION PHASE

During the initial week or so of “training”, the new staff clinician:

- ✓ May be assigned to observe another veteran (peer or higher-level) clinician during initial evaluations and psychotherapy sessions with patients and learn how clinical reports are done.
- ✓ Is oriented on the different clinical forms used and how they are organized in the patient chart.
- ✓ Gets trained on HBI Policies and Procedures, Understanding Utilization Management, and other vital training itemized in HBI's *Provider's Training Guide*.
- ✓ Learns about HBI's clinical tracks, such as:
 - Individual, Family, and Group Psychotherapy
 - Children and Family Services
 - Mobile Response
 - Home and Family Outreach
 - Addiction Treatment and Recovery Program
 - Dual Diagnosis Treatment
 - Rehabilitative Services



HUMAN BEHAVIOR INSTITUTE

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REGULAR MULTI-DISCIPLINARY CONFERENCES

Weekly In-service Clinical Conference

HBI conducts weekly in-service **multi-disciplinary** clinical training for all staff providers to learn the following:

- Working with a multi-cultural population and handling culturally-sensitive and challenging cases
- Proper diagnosis and treatment planning
- Mental Status Assessment
- Determination of diagnosis, DSM IV and DSM V
- Forming appropriate treatment goals and recommendations
- Various Clinical intervention approaches
- Document and review of treatment outcomes
- Knowledge of psychopharmacology
- Knowledge of addictions and the related clinical interventions
- Suicidal/homicidal evaluations and interventions
- Abuse/neglect evaluations and interventions
- Making appropriate treatment referrals for ancillary services, when necessary
- Dual diagnosis
- Psychological aspects of physical illnesses, physical disability, or other co-morbid conditions
- Case Management / Coordination of Care
- SED/SMI Determination
- Proper testing and scoring using the LOCUS, CASII, BASC, etc.
- Admission and Discharge Criteria
- Maintaining accurate case file documentation and reporting
- Release of Information
- Initial Mental Health Assessment
- Treatment Plan
- Progress Notes
- Clinical Update and Unscheduled Review
- Encounter notes
- Recommending wrap-around services
- Psychological testing and the evaluation of personal characteristics, including, without limitation, intelligence, personality, abilities, interests, aptitudes and neuropsychological functioning
- Understanding Managed Care: obtaining prior authorization and claims submission
- *And MORE...*

Individual Supervision

The assigned supervisor or the Clinical Director meets with the supervised clinician at least once a week to review individual client cases and make recommendations for improvement, if necessary.



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CLINICAL SERVICES

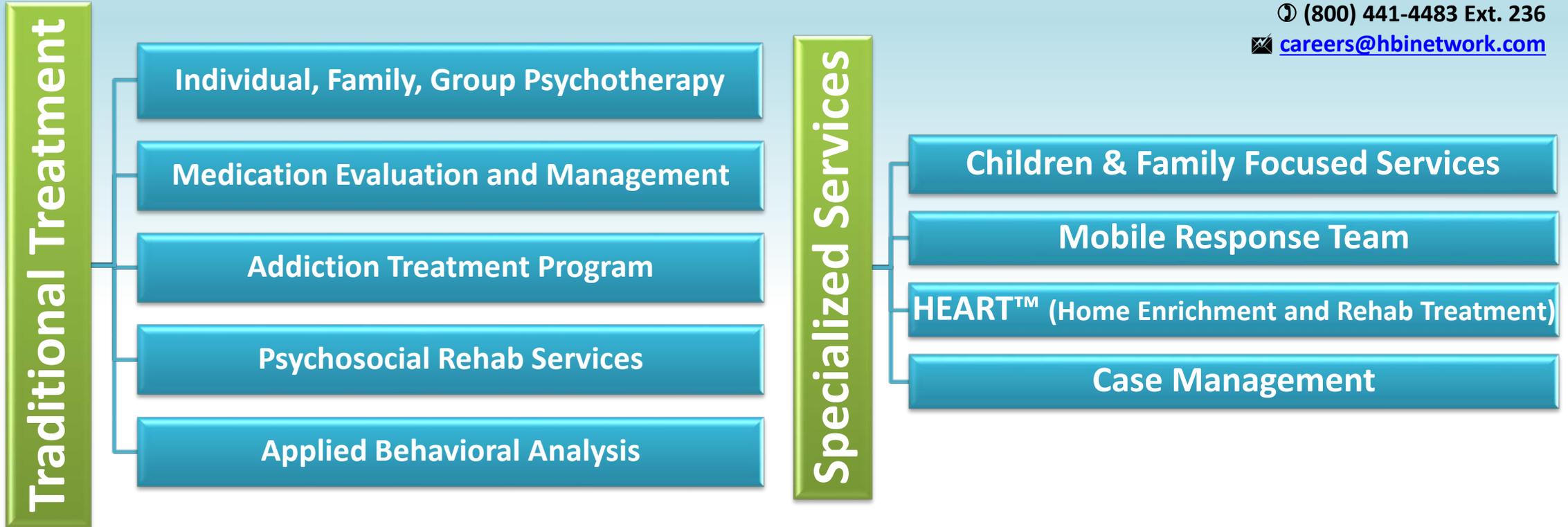
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To learn more about HBI's Clinical Services and Managed Care Solutions, visit our web site at www.hbinetwork.com.



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Our Retention Plan

Performance Evaluation: Clinical Service - Focused

A Staff Clinician receives performance evaluations for different reasons:

- End of Probation
- Annual Merit
- Promotion
- Unsatisfactory Performance

Using our *Clinical Staff Performance Evaluation* form, the clinician is rated using the five-point scale of 1 - 5 (5 = superior), on the following:

- Professionalism/Personal Characteristics
- Counseling Theory and Technique
- Assessment and Appraisal
- Knowledge Foundations
- Counseling, Prevention, and Intervention
- Diversity and Advocacy
- Diagnosis
- Strengths and Notable Contribution to the company
- Areas of Improvement

Promotions and Merit Increases

HBI grants promotions, recognition, bonuses, or salary increases based on the staff's meritorious job performance. This applies to all HBI clinical and administrative personnel.

The HBI Family

Having a culture of a "family", Founder and Clinical Director, Dr. Anis Abi-Karam implements a hands-on management approach. His open-door policy encourages all his employees to meet with him about any concerns they might have that affect their HBI environment. As a result, it is important to know that majority of the employees have been with HBI for over 5 years. Some have been with HBI for 15 years or longer. In many occasions, our staff providers start with HBI as interns and stay long after they are fully-licensed.

Currently, the HBI Las Vegas and Reno have over 50 staff clinicians combined (Psychiatrists, Psychologists, Social Workers, Therapists, Addiction Counselors, and Rehab Service Clinicians) and over 30 administrative support staff. HBI's culturally-diverse "family" has the inherent ability to serve and respond to the needs of a mutually diverse community.

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