

Mental Health Clinician

EMBRACE Mental Health is not your typical nonprofit/community-based organization; our team of clinicians, supervisors and management stand out as highly skilled and supportive, all experienced in clinical work and attuned to what you need to thrive as a community-based mental health therapist. Our internal Community + Wellness program provides many opportunities to have fun and learn with colleagues that care deeply for one another. Our "productivity" (direct service hours) expectations are reasonable and sustainable.

Currently, we are looking for clinicians to join our Multisystemic Therapy & Behavioral Services Department, which includes our Therapeutic Behavioral Services (TBS) and Multisystemic Therapy (MST) programs.

You would be a good fit for TBS if:

- You are a newer clinician or recent graduate, excited to get direct service experience
- You are looking to add effective interventions to your "therapist toolbox"
- You're ready to develop excellent clinical skills
- You're in a MSW or MFT program and want to gain clinical experience

You would be a good fit for MST if:

- You are a more seasoned clinician, looking to gain experience in a nationally recognized evidence-based practice
- Working toward mastery of evidence-based principles/interventions to enhance your clinical development excites you
- You're ready to develop or refine your skills in providing family therapy

What Makes This Role Special:

The ability to make a real difference by providing family- and community-based interventions that focus on addressing all environmental systems that impact at-risk youth, their homes and families, schools and teachers, neighborhoods, and peers.



The Challenges:

This role is rewarding, but it's also demanding:

Emotional resilience required: You'll be working with youth and families in crisis, which can be emotionally challenging. Strong coping skills and emotional resilience are crucial.

Caseloads: Expect to manage a caseload that can feel heavy at times. TBS clinicians will manage 3-4 clients, and MST clinicians will have 4-6. The nature of the work, involving home and community visits, requires a great deal of flexibility, travel, and energy.

Field-based work: You'll be traveling throughout Contra Costa County to meet clients where they are. A reliable vehicle and the willingness to travel are essential. You'll also need to be comfortable with evening work and limited on-call duties.

TBS clinicians meet with clients and their caregivers in their homes, communities and schools multiple times each week for at least an hour at a time, depending on a client's needs. Clinicians learn how to use several behavioral interventions, including how to do a functional behavior analysis, develop functionally equivalent replacement behaviors with a youth and promote those adaptive behaviors across all of the client's settings.

MST clinicians meet with each client 2-3x per week in their homes and community. MST is an evidenced-based practice (EBP) and clinicians receive model-specific training with an external expert. They continue to work with model-certified supervisors and experts on an ongoing basis to gain mastery in the EBP and receive case support to address client needs effectively. Clinicians learn several model-specific interventions, including interventions similar to those utilized in Strategic Family Therapy.

If either of these roles sound interesting to you, you have a passion for working with adolescents and families, and you would thrive in a supportive team environment where you learn and grow every day, we'd like to review your application.

Please apply by March 17th to be considered. Applications are reviewed as soon as they are submitted.

Responsibilities include:

- Provide therapeutic services to youth and families in their community or home setting
- Conduct clinical assessments and gather relevant data to measure progress.
- Maintain timely and accurate clinical documentation (including progress notes, treatment plans, and monthly progress reports, based on Medical-Cal requirements)
- Maintain positive professional relationships with referral sources, colleagues, and community resources.



Qualifications:

- Master's degree in psychology/social work/counseling or Bachelor's degree (TBS only) with at least two years of experience providing community-based mental health services is required.
- Pay differential for Spanish-speaking clinicians

Schedule:

- Full-time, Monday through Friday, in-person
- Flexible schedule, with ability to work early evenings and limited on-call duties

Benefits:

- Comprehensive employee benefits package, including 90% employer-paid medical premium, fully covered dental, vision, and life insurance benefits.
- 2 weeks paid vacation (increases to 3 weeks after one year and 4 weeks after 3 years)
- 8 sick days and 11 paid holidays per year.
- 403(b) Retirement Plan with Vanguard.
- Excellent clinical training, individual and group supervision.
- Student Loan Forgiveness: We are a recognized 501(c)(3) nonprofit approved site. By working with EMBRACE Mental Health, staff are eligible for Public Service Loan Forgiveness.

Compensation:

\$72,000.00 - \$95,000.00 per year *Compensation offered is dependent upon the program, relevant experience, and licensure status.*

We are an equal opportunity employer.

Job Type: Full-time

Pay: \$72,000.00 - \$95,000.00 per year

Benefits:

- Dental insurance
- Flexible schedule
- Health insurance
- Life insurance
- Paid time off
- Retirement plan
- Vision insurance



Schedule:

- Choose your own hours
- Monday to Friday

Education:

- Master's (Required)

Experience:

- mental health counseling: 2 years (Preferred)

Language:

- Spanish (Preferred)

License/Certification:

- Driver's License (Required)
- Associate or Licensed CSW/MFT/PCC (Preferred)

Willingness to travel:

- 50% (Required)

Work Location: In person