



JOB POSTING

TITLE: Lead Behavioral Health Therapist
REPORTS TO: Clinical Director
STATUS: Full-time or Part-time, Hybrid remote/ in-person
LOCATION: Antioch, CA
PAY: \$85,000 - \$95,000.00/year

OUR MISSION & VISION

The Brighter Beginnings mission to “*support healthy births and successful development of children by partnering with parents and helping to build strong communities*“, gains its strength and aspiration from our core belief and vision that, “*Every family matters, and every child deserves a happy, healthy future.*”

OUR HISTORY

Brighter Beginnings is a 501c3 nonprofit organization and has been responding to the needs of families in underserved neighborhoods since 1984 when our work began in response to the alarming differences in mortality and illness rates among African American babies compared to other children.

Brighter Beginnings has grown into a respected and well-connected organization with locations in Oakland, Richmond, Bay Point, and Antioch. We have a multicultural, bi-lingual staff of passionate and committed family-service professionals; in fact, many of our staff came to this work because of challenges they faced in their own families.

POSITION SUMMARY

The FQHC (Federally Qualified Health Center) Therapist provides screening, consultation, behavioral intervention, referrals and counseling and therapy to patients within an integrated medical and behavioral health setting. Makes clinical recommendations and refers to appropriate levels of care in a team-based setting. Must be a Licensed Clinical Social Worker (LCSW), Psychologist, or PsyD in the State of California and have two years of experience providing direct counseling services. This position requires a strong team player and self-starter. The BH Therapist will provide mental health and substance abuse assessment and treatment of patients at our clinic. The BH Therapist is an employee that meets all other clinical and administrative requirements for the position. The BH Therapist promotes patients self-management and empowers patients/families to achieve maximum levels of wellness and independence. The BH Therapist will actively engage in care team huddles, clinical meetings, and quality improvement activities. The BH Therapist will seek opportunities to learn from others, be open to adapting best practices into their work and effectively communicate the areas they feel uncomfortable or need to improve to their supervisors. The BH Therapist will contribute to the orientation and development of new personnel, as well as mentor peers, and promote collaborative teamwork. The BH Therapist is committed to the constant pursuit of organizational excellence and improving the health status of the community.

Brighter Beginnings is a progressive federally qualified health center look-alike offering integrated medical and behavioral health care. We have family-focused primary care centers in Richmond and Antioch in Contra Costa County. Benefits include medical/dental/vision health insurance, generous PTO, paid holidays, 403B, short-term disability insurance, life insurance, and EAP.

Primary Responsibilities:

1. Clinical patient care
 - a. Provide assessment, evaluation, and mental health treatment
 - b. Provide individual and group therapy to promote overall wellness, in accordance with the treatment plan, within the 30-minute treatment model/ 12 sessions.
 - c. Consult with medical providers on psychosocial issues patients bring to their medical appointments
 - d. Triage both urgent and routine referrals from medical providers
 - e. Collaborate with staff and providers to schedule patients for intake
 - f. Engage in care team huddles in primary care departments

- g. Formulate client-centered treatment plans for assigned clients
 - h. Undertake case management, advocacy, medication monitoring, emergency services, insurance companies, education referrals and consultation with other agencies as appropriate
 - i. Collaborate with primary care, prescribing physician, emergency services, life skills educations and consult other agencies regarding each client
2. Communication and support
- a. Prepare case presentations when indicated to the multi-disciplinary team
 - b. Provide feedback to medical providers on patients referred
 - c. Participate in Behavioral Health Department clinical and staff meetings and in other meetings as assigned
 - d. Participate in scheduled supervision sessions with clinical and administrative supervisors 3.
- Administrative
- a. Maintain professional licensure
 - b. Comply with all medical record keeping requirements for assigned caseload
 - c. Comply with productivity objectives
 - d. Prepare timely submission of all Electronic Health Record (E.H.R.) records required by the health center (i.e. visit notes, billing paperwork and prior authorizations as examples)
 - e. Schedule work hours and days in accordance with operational needs
 - f. Respond and contribute to data collection and other information gathering activities necessary for programs' evaluation, funding and development
3. Supervision
- a. Supervise staff, behavioral health interns, and volunteers.
 - b. 1:1 meetings with supervisees, supervise and manage workloads, and provide guidance and support.
 - c. Assist with hiring and staffing, and provide training and performance evaluations.

QUALIFICATIONS:

JOB QUALIFICATIONS AND EXPERIENCE

- Licensed Clinical Social Worker (LCSW), LMFT, Psychologist or PsyD with two years of related experience and/or training. Bi-lingual in Spanish is highly desired.
- Two + years of experience in a mental health/medical/social service setting providing assessment counseling/therapy and crisis intervention services
- Minimum expectations:
 - Demonstrated ability to keep accurate and complete charts, client records, required data forms and processes.
 - Demonstrated ability to perform additional duties such as facilitating client support groups, individual or group counseling, health education, child development activities and/or training.
 - Demonstrated ability to represent the agency in a professional manner with collaborative groups. Demonstrated ability to use cultural humility in working with diverse/low income and immigrant communities.
 - Multi-tasking, ability to manage multiple clients' needs simultaneously
 - Experience with Medi-Cal charting and coding is strongly preferred but not required
 - Experience with Electronic Health Records is strongly preferred but not required
 - Well versed in mandated reporting laws, child development, family systems, integrated behavioral health systems, stages of change, and co-occurring mental health and substance use/abuse conditions

CERTIFICATES, LICENSES, REGISTRATIONS

Must have completed coursework and have a current license in California.

LANGUAGE SKILLS

- Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from clients, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Ability to effectively present information to top management, public groups, and/or boards of directors

REASONING ABILITY

- Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an

extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

MATHEMATICAL SKILLS

- Ability to work with mathematical concepts such as probability and statistical inference. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

PHYSICAL DEMANDS

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

SUPERVISORY RESPONSIBILITIES

This position will supervise staff, behavioral health interns, and volunteers.

SPECIALADA REQUIREMENTS

Brighter Beginnings is in full compliance with the Americans with Disabilities Act (ADA) and does not discriminate with regard to applicants or employees with disabilities, and will make reasonable accommodations when necessary 1. For the purposes of ADA, the “Responsibilities” and “Qualifications” essential job functions

2. Work is normally performed in a typical interior/office work environment, with typical office noise and other disruption.
3. Extended periods of standing and sitting are required
4. Various types of clinical equipment and office supplies are used to accomplish the job requirements
5. Required to drive to other work sites for meetings, conferences, etc.

BENEFITS

Competitive wages, friendly environment, two weeks of vacation (increase after 2 years of employment), 13 paid holidays; sick leave; employer-paid health, dental, vision, life and disability insurance; optional employee paid dependent health coverage available, 403b retirement account, FSA, Transit Benefit and EAP. Employees working full-time will receive these benefits. Loan repayment and scholarship opportunities through OSHPD and NHSC.

APPLY

Apply by emailing your resume to jobs@brighter-beginnings.org. For more information about Brighter Beginnings, please visit our website at www.brighter-beginnings.org.