

Mental Health Clinician

FIT (Families In Transition) Treatment Specialist
Family Paths, Inc.

Family Paths is a non-profit agency that has provided mental health and family support services to strengthen families and prevent child abuse since 1972. Family Paths offers a fun and supportive team environment, a commitment to training, opportunities for growth, and an excellent benefits package. We are an agency that is actively engaged in multicultural organizational development and respects and values the diversity of the communities we serve and the staff who work here. Family Paths serves all of Alameda County with offices in Oakland and Hayward.

Position Description:

The Mental Health Clinician works as part of the Families in Transition team which provides flexible and comprehensive mental health and case management services to support children, adolescents and their families who are experiencing complex traumas and instability in their lives. Services are provided year round in the environment that best meets the client's needs. The Mental Health Clinician provides a full range of culturally responsive services including assessment, diagnosis, treatment planning, case management and mental health treatment to qualifying EPSDT/Medi-Cal eligible children (ages 0-21) and their families. Direct service work takes place in the home, school, office, or other appropriate settings in the community. The Mental Health Clinician must be able to work collaboratively, respectfully and effectively with clients, peers and colleagues both internal and external to the agency.

This position requires the demonstration and commitment to the agency's mission, vision, and values, including a strong commitment to issues of social justice and culturally and linguistically responsive practices.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Initiates contacts with caregivers, children and referral sources to determine appropriateness for services.
- Assesses each client to determine appropriate diagnosis, treatment modality and interventions that identify cultural and language needs and strengths with clinical consultation as needed.
- Works with client collaboratively to identify and set treatment goals that respond to the families' values and strengths.
- Provides individual, play and/or family therapy and conducts collateral sessions with significant support persons as needed.
- Travels throughout Alameda County to provide therapy in the home and/or community as appropriate.
- Provides case management, such as linking children and families to culturally and linguistically appropriate community resources and/or coordinating contacts with other service providers, including, but not limited to, schools, Social Service Agency and other mental health providers.
- Attends individual and group supervision as required by Program Manager and State licensing boards.
- Consults with Program and/or Clinical Supervisor on a regular basis.
- Maintains an appropriate caseload and meets program billing goals
- Maintains client files and documentation in an appropriate and timely manner and in accordance with County/State/Agency guidelines.

- Prepares all files annually for quality review.
- Attends mandatory team and Agency meetings and trainings
- Performs other duties and assignments as required.

REQUIREMENTS, QUALIFICATIONS, SKILLS & ABILITIES:

- M.S.W. or M.A/M.S. in relevant field, from an accredited graduate school. Second Year graduate students may be considered.
- Current professional license or intern registration toward attaining license.
- Two years minimum clinical experience.
- Bi-lingual/Bi-cultural Spanish speaking (preferred)
- Experience working with at-risk children and/or families.
- Ability to work 1-2 evenings per week.
- Demonstrated experience working with culturally diverse populations and/or demonstrable life experience which qualitatively improve service delivery to Family Paths' clients.
- Valid California driver's license, a clear driving record and personal vehicle insurance coverage.
- Availability of a personal vehicle in good working condition to be used regularly on agency business.
- Must demonstrate acceptable level of maturity, good judgment, and the ability to maintain a high level of discretion and confidentiality.
- Displays a professional demeanor and "can do" attitude to represent the organization in a positive manner at all times.
- Has outstanding interpersonal skills, works effectively in a team, and works effectively and maintains composure in a stressful or deadline-driven environment.
- Is adaptable and a proactive problem solver able and has a willingness to do what it takes to contribute to their own success and the success of the agency.

Desired Qualifications:

- Play therapy/family therapy experience.
- Home visiting experience.
- EPSDT paperwork experience.
- Experience working with 0-5 year old children.

Work Environment:

- This job operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines.

Physical Requirements:

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. While performing the duties of this job, the employee is:

- Must be able to see, talk and hear.
- Frequently required to perform moderately difficult manipulative tasks such as typing, writing, etc.
- Occasionally required to walk, stand, and sit for extended periods.
- Occasionally required to push/pull objects up to 50 lbs. and to lift/carry objects up to 25 lbs.

COMPENSATION: Pay rate is commensurate with education and experience and competitive in the non-profit environment. Also, an additional 5% differential will be paid for bilingual capacity for relevant threshold languages (e.g. Spanish).

LOCATION: Hayward

EMPLOYEE STATUS: Fulltime

WEEKLY HOURS: 37.50 (*Full Time positions are based on a 37.5 work week*)

BENEFITS INCLUDE:

- Group Kaiser and Dental Benefits
- Flexible Spending Accounts
- PTO plan starting at 4 weeks (progressive to 6 weeks at 5 years)
- 9 paid Holidays, 2 Float Holidays
- 5 days of paid Educational Leave + professional development allowance
- 401K Retirement Plan, Commuter Benefits Plan, 529 Education Savings Plan, Long Term Disability Insurance, Voluntary Long-Term Care Insurance, Voluntary Aflac Benefits
- Access to free internal clinical trainings and free CEUs
- Group supervision in Spanish available
- Professional development opportunities – including mentorship to perform clinical supervision when qualified

TO APPLY: Send your resume and **cover letter** to Sarah Pilgrim

Email: spilgrim@familypaths.org

Fax: 510-582-8460

Website: www.familypaths.org