



BEHAVIORAL HEALTH PROVIDER (ASSOCIATE OR LICENSED) JOB ANNOUNCEMENT

Santa Cruz Community Health (SCCH) is a multi-site, Federally Qualified Health Center (FQHC) serving Santa Cruz County residents. SCCH began as a women's health collective in 1974 with the mission to improve the health of our patients and the community and advocate the feminist goals of social, political, and economic equality. Now, more than 50 years later, we serve that same mission at our three clinic sites: the Santa Cruz Women's Health Center in downtown Santa Cruz serving women and children; the Live Oak Health Center serving everyone; and the Santa Cruz Mountain Health Center providing appropriate and expanded access to care for our patients in the San Lorenzo Valley.

Driven by our commitment to health care as a human right, SCCH is a leading non-profit provider offering comprehensive health services to our patients, regardless of their ability to pay. We have been recognized in the community as a leader in delivering high-quality, innovative care, and we are active in local, state, and national advocacy work that empowers our patients and community to be healthy, happy, and successful.

SCCH has a diverse patient population and an engaging and friendly work environment. Our caring and committed staff works as a team to fulfill our mission so that all our patients have access to quality, whole-person health care.

JOB SUMMARY:

The Behavioral Health Provider (BHP) will work within a multidisciplinary care team model under direct supervision of the Site Behavioral Health Director. The BHP provides brief individual therapy to patients of all ages and backgrounds in a primary care setting. Behavioral Health Providers frequently collaborate and consult with medical providers, psychiatric nurse practitioners, case managers and nurses to provide the best, whole person care for patients. BHPs also provide crisis intervention, referral to outside resources, and advocacy for patients. There are opportunities to work with specialized programs such as HealthySteps, Office Based Addiction Treatment, and Complex Care Management. Individual and group clinical consultation is available to all, and continuing education is fully supported by the organization. The ideal candidate will be committed to improving the health and well-being of our patients and have the ability to be flexible and positive in a fast-paced and potentially stressful environment.

Classification: Full-time, Salary, Exempt

Reports to: Site Behavioral Health Director

Location: Live Oak Health Center and Remote

Hours: Varies/Some Evenings Required



Compensation: \$85,225–\$101,614 (Associate Level); \$98,336–\$116,468 (Licensed Level) per year, DOE

Language Requirements:

- Bilingual English/Spanish Required.

CORE JOB RESPONSIBILITIES:

Primary Tasks and Responsibilities:

- **Individual therapy with adults, children and families including:**
 - Functional and strength-based assessment and diagnosis
 - Psychoeducation for patients and their support systems
 - Chronic disease management
 - Motivational interviewing related to behavioral change
 - Brief, solution-focused interventions
 - Development of patient-centered treatment plan with care team
 - Harm reduction strategies for substance use disorders
 - Parenting strategies and psychoeducation related to child development
- **Coordination of Care:**
 - Clinical consultation and collaboration with primary care providers and other care team members
 - Identify, refer and advocate for patients needing a higher level of care related to psychiatry and/or behavioral health
 - Offer support to patients receiving Medication Assisted Treatment, Telepsychiatry and other specialty care within the clinic
- **Crisis Intervention:**
 - Be readily available to the health center staff during working hours in the event of a psychiatric emergency
 - Conduct risk assessments and triage care as needed
- **Charting:**
 - Complete all charting according to organizational standards in the context of a shared medical record
 - Meet minimum productivity goals monthly
- **Other Duties:**
 - Be available for brief consultations (warm hand offs & step ins) during clinical shift



QUALIFICATIONS:

MINIMUM QUALIFICATIONS

- Must hold a current, valid Associate Social Worker (ASW) or Associate Marriage Family Therapist (AMFT) registration for BHP I role or,
- Must hold a current, valid Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist (LMFT) license in the state of California for BHP II role.
- Excellent communication, interpersonal and problem-solving skills.
- Ability to work independently and as part of a multi-disciplinary team in a primary care setting.
- Must be familiar with DSM-V as a means of assessing, diagnosing and treating mental health disorders.
- Well-versed in legal and ethical standards of practice.
- Complete all documentation in accordance with organizational requirements.

PREFERRED QUALIFICATIONS

- Bilingual English/Spanish Required.
- Experience working in a medical setting.
- Knowledge of Evidence Based Practices including Motivational Interviewing, Cognitive Behavioral Therapy, Harm Reduction, Trauma-Informed Care.
- Ability to work in a fast-paced environment with shifting priorities.
- Experience with Electronic Health Records, Ochin EPIC preferred.
- Practices cultural humility in working with diverse patient populations.
- Ability to work one evening shift per week (clinic hours are 8:00am-8:00pm).
- Values and models the integrated team-based approach to patient care.
- Flexibility and professionalism in the workplace.

BENEFITS:

We offer a comprehensive benefits package designed to support your well-being and work–life balance.

All employees, regardless of hours worked, receive:

- 401(k) retirement plan with 2% automatic enrollment and 2% company match (from day one)
- Paid time off accrual beginning on your first day of employment
- Paid holidays
- Wellness reimbursement program and telecommuting stipend (when applicable)

Employees working 20+ hours per week also enjoy:

- Employer-subsidized medical, dental, vision, and life insurance (coverage begins the first of the month after 30 days)



- Optional pet insurance and supplemental coverage
- Coverage of license and certification fees and continuing education (fees and days off)

We also celebrate and invest in our staff with monthly events, bi-annual company-wide celebrations, ongoing training opportunities and more.

SANTA CRUZ COMMUNITY HEALTH IS AN EQUAL OPPORTUNITY EMPLOYER (W/M/V/D).