



INTEGRATED FAMILY THERAPIST JOB ANNOUNCEMENT

Santa Cruz Community Health (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 45 years later, we serve that same mission as a nonprofit Federally Qualified Health Center operating three separate sites: the Santa Cruz Women's Health Center in downtown Santa Cruz serving women and children; the East Cliff Family Health Center in Live Oak, serving everyone; and the Santa Cruz Mountain Health Center providing easier access to care for our patients in the San Lorenzo Valley.

In December 2022, the East Cliff Family Health Center changed locations in Live Oak and moved into a brand-new space offering an integrated, state-of-the-art health and housing campus. SCCH continues to provide medical, behavioral health, and specialty care with a focus on pediatrics. The campus addresses a triple goal of increasing access to healthcare, growing affordable housing, and creating economic opportunity. Partners in the project are Santa Cruz Community Health, Dientes Community Dental Care, and MidPen Housing.

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 comprehensive, quality health care.

POSITION SUMMARY:

The Integrated Family Therapist (FT) is bilingual in English and Spanish and will work within a multidisciplinary care team model under direct supervision of the Site Behavioral Health Director. The family therapist will treat issues that affect the families' mental health and functioning. They will help individual family members build stronger relationships, improve communication, and manage conflicts within the family system. Family Therapists frequently collaborate and consult with medical providers, psychiatric nurse practitioners, case managers, and nurses to provide the best care for patients. FTs 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 be flexible and positive in a fast-paced and potentially stressful environment.

Classification: Part-time, Salary, Exempt
Reports to: Site Behavioral Health Director

Location: Live Oak Clinic
Hours: Regular, with one evening shift per week

CORE RESPONSIBILITIES:

ESSENTIAL FUNCTIONS INCLUDE BUT ARE NOT LIMITED TO:



- **Family therapy in English and Spanish with adults and children including:**
 - Family systems-based interventions.
 - Parenting strategies and psychoeducation related to child development
 - Functional and strength-based assessment and diagnosis
 - Psychoeducation for families and their support systems
 - Referral to outside resources and support with linkage
 - Trauma-informed approach to treating the family as a unit
 - Collaborative approach with individual therapists who may be treating members of the family
 - Ability to assess and refer out if family therapy is not indicated, in instances of abusive behavior or severe substance use that impedes ability to benefit from treatment
- **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
 - Collaboration with outside organizations and schools where appropriate
- **Crisis Intervention:**
 - Be readily available to the health center staff during working hours in the event of a crisis
 - 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

COMPETENCIES:

Customer Service:

- Provides patient-centered customer service at all times
- Demonstrates the ability to anticipate patients' needs and deliver services and respond to patients in a timely, accurate, courteous, respectful and friendly manner
- Demonstrates ownership, initiative, attention to detail, and follow-through
- Approaches problem-solving by focusing on patients first
- Advocates for care that best serves the patient
- Addresses customer complaints/problems in a timely manner

Communication Skills:

- Oral and written communication is clear, concise, accurate, positive and respectful
- Demonstrates comprehension of oral and written questions, instructions, and information rapidly, thoroughly, and accurately
- Response to oral and written questions, instructions, and information is timely and appropriate
- Written communication is well-organized, legible, concise, neat, and in proper grammatical form



- Checks work related email and mailbox on a daily basis

Teamwork and Interpersonal Skills:

- Dealings with others are characterized by fairness, courtesy, diplomacy, honesty, firmness, empathy and confidence
- Effective in offering support and assistance to others, in obtaining information from others, and in supplying information to others
- Demonstrates a positive attitude, flexibility, and ability to develop effective relationships by helping others accomplish tasks and using collaboration and conflict resolution skills

Judgment and Problem Solving:

- Uses critical thinking and common sense to analyze situations, make timely and valid decisions, and take appropriate actions
- Demonstrates good judgment in making decisions
- Resolves issues independently and only seeks assistance as needed

Reliability:

- Completes assigned duties & responsibilities in an accurate, timely and efficient manner
- Arrives to work on time and maintains consistent attendance
- Follows instructions and appropriate procedures
- Maintains patient confidentiality as required by HIPAA.

QUALIFICATIONS:

MINIMUM QUALIFICATIONS

- Must be a Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist (LMFT) with current, valid California State License
- Bilingual Spanish/English required; Bicultural preferred
- Specialized training or experience working with family units
- 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
- Completes all documentation in accordance with organizational requirements
- Ability to work one evening shift per week (clinic hours are 8am-8pm)

PREFERRED QUALIFICATIONS

- Experience working in a medical setting
- Training in Triple P or similar parenting modality



- Knowledge of Evidence Based Practices including Family Systems Theories, Cognitive Behavioral Therapy, Trauma-Informed Care, Parent coaching
- Ability to work in a fast-paced environment with shifting priorities
- Experience with Electronic Health Records
- Practices cultural humility in working with diverse patient populations
- Values and models an integrated team-based approach to patient care
- Flexibility and professionalism in the workplace

WORK CONDITIONS:

Working conditions 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 qualified individuals with disabilities to perform the essential functions. Variations in conditions may occur under certain circumstances.

SALARY AND BENEFITS:

This is a part-time, salary, exempt position with a pay range of \$93,600 – \$111,405 per year, depending on training, experience, and licensure. Competitive compensation and benefits package are available to staff working at least 20 hours per week. Paid time off and paid holidays accrue from date of hire. Paid Behavioral Health License(s) and CME (fees and days off). Employer subsidized group health, dental, vision and life insurance plans the first of the month after 30 days of employment. Automatic 2% enrollment in an Employer sponsored 401K plan with a 2% retirement match.

APPLICATION PROCESS:

To apply, download the SCCH employment application from our [Careers page](#). Submit application and current resume with letter of interest Human Resources. No phone inquiries, please.

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