JOB TITLE: Licensed Mental Health Clinician
DEPARTMENT: Mental Health
REPORTS TO: Director of Mental Health
POSITION STATUS: Exempt-Full-time-40 hours per week
SALARY: $95,000-$110,000 DOE
CONSIDERATIONS: 100% Onsite, Hybrid

DESCRIPTION:

ALAS is a nationally recognized nonprofit organization dedicated to uplifting Latino farmworkers, families, and the broader Coastside community through culturally responsive services, advocacy, and community empowerment. Founded on the belief that "La Cultura Cura"—Culture Cures, ALAS creates opportunities for healing, belonging, and transformation by honoring the strength, traditions, and lived experiences of the communities we serve.

POSITION PURPOSE AND OBJECTIVES:

The Licensed Mental Health Clinician is responsible for providing clinical assessment, diagnosis, treatment, and case management services to adults and families experiencing substance use disorders (SUD) and mental health conditions. The clinician conducts biopsychosocial assessments, develops and implements treatment plans, and provides evidence-based SUD and mental health interventions (individual, family, and group, as appropriate).

This position serves as a primary clinical point of contact for clients, coordinating care, advocating for client needs, and ensuring access to appropriate internal and external resources. The clinician collaborates closely with our substance use treatment center and other community partners, as well as the broader ALAS mental health team.

ESSENTIAL JOB FUNCTIONS:

Clinical Assessment & Treatment:

- Conduct comprehensive, trauma-informed biopsychosocial, mental health, SUD and risk assessments.
- Develop, implement, and update individualized treatment plans.
- Provide SUD interventions, including Motivational Interviewing, harm reduction, relapse prevention, and psychoeducation.
- Provide crisis intervention, safety planning, and referrals to higher levels of care when clinically appropriate.

Care Coordination and Case Management:

- Coordinate and facilitate access to mental health services (detox, outpatient, intensive outpatient, residential, medically-assisted treatment, psychiatry) and address related needs (primary medical care, housing, benefits, employment, legal resources).
- Collaborate closely with ALAS with our community partners and internal departments.
- Support transitions between levels of care and ensure warm handoffs and follow-up.
- Advocate for client rights and access to timely, appropriate services within healthcare, social service, and legal systems.
- Provide psychoeducation to clients and families about SUD, recovery, mental health conditions, treatment options, and coping strategies.

Documentation & Collaboration

- Maintain timely and accurate clinical documentation in accordance with legal, ethical, agency, and payer requirements.
- Monitor client progress toward treatment goals and adjust treatment plans as clinically needed.
- Conduct regular follow-up contacts to support engagement, assess risk, identify barriers, and reinforce recovery supports.
- Participate in multidisciplinary meetings, clinical consultation, clinical supervision, team meetings, agency-wide meetings and professional development activities.
- Use outcome measures and client feedback to inform treatment planning and program improvement.
- Complete all required assessments, progress notes, treatment plans, releases of information, and other clinical documentation within established timeframes.

MINIMUM QUALIFICATIONS:

- Master's degree in Social Work from an accredited program.
- Current, valid California Licensed Clinical Social Worker (LCSW) license in good standing.
- Minimum 1–2 years of post-master's experience providing direct clinical services,
- Experience with evidence-based SUD and mental health interventions (e.g., Motivational Interviewing, CBT, trauma-informed care, relapse prevention).
- Demonstrated clinical assessment, diagnostic, and risk management skills.
- Strong communication, interpersonal, organizational, and problem-solving skills.
- Ability to work independently and as part of an interdisciplinary team.
- Cultural humility and experience working with diverse, often marginalized communities.

We encourage you to apply if you think you would be a great fit but do not meet the preferred education/experience level. We welcome folks from all backgrounds and lived experiences and would love to learn more about how you may be a great fit for this role.

- Valid driver's license and reliable transportation.
- Bilingual Spanish/English required

PREFFERED KNOWLEDGE, SKILLS, AND ABILITIES:

- Preferably worked with SUD and/or co-occurring mental health disorders.
- Experience is with Latino populations.

BENEFITS: *Benefits applicable only to full-time benefit eligible employees

- Medical
- Dental
- Vision
- Vacation
- Sick Leave
- Holidays
- Admin Days
- Employee Assistance Program (where applicable)
- Life and Voluntary Benefits (where applicable)
- Participation in the ALAS 401(k) Retirement Plan upon eligibility
- Additional employee wellness and organizational benefits offered by ALAS

To apply please send a cover letter and resume to elizabeth.hr@alasdreams.com

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