

PACS

Mental Health Clinician – C&A

Reports To: Clinical Supervisor
FLSA Status: Full-Time Exempt

Location: Los Angeles (occasional travel to service locations as needed)
Salary Range: \$68,000- \$70,000 based on experience

About PACS

PACS is a community-based nonprofit dedicated to enriching the lives of children and families through counseling and caring. Since 1981, PACS has focused on serving underserved communities across Los Angeles County, with a strong emphasis on immigrant and refugee populations. The organization provides a range of mental health and supportive services, from prevention and early intervention to more intensive programs, designed to meet individuals and families where they are.

PACS is known for its culturally responsive and language-accessible approach, as well as its commitment to creating a supportive environment for both clients and staff. The organization's work is rooted in respect, community connection, and a belief that everyone deserves the opportunity to live a meaningful and stable life.

Core Values:

Compassionate Service- We believe lives can be changed when someone listens and cares. We approach our work with empathy, respect, and a genuine commitment to those we serve.

Cultural Responsiveness-We recognize and respect the diverse backgrounds of our clients and staff, and we strive to provide services that are culturally and linguistically appropriate.

Integrity, Transparency & Accountability- We take pride in doing our work responsibly, accurately, and ethically, and we hold ourselves accountable to our clients, our partners, and each other. We communicate openly and honestly, sharing information in a way that builds trust, support and accountability and helps staff and stakeholders understand expectations and decisions.

Collaboration- We work together across teams and with our communities to find practical, thoughtful solutions that support the people we serve.

Continuous Improvement- We are always learning—looking for ways to strengthen our services, improve our systems, and better support both staff and clients.

Respect for People- We value the dignity, voice, and contributions of every individual, and we aim to create an environment where people feel supported and able to do their best work.

Authenticity- PACS values honesty and being genuine in all our interactions. We encourage individuals to show up as themselves, fostering an environment of trust, respect, and meaningful connection

Position Description:

PACS is seeking a compassionate and driven Mental Health Clinician to support children, adolescents, adults, and families through high-quality, culturally responsive care. This role provides individual, family, and group therapy services across clinic, school, home, and community-based settings.

The Mental Health Clinician is responsible for conducting assessments, developing and implementing treatment plans, and delivering trauma-informed therapeutic services in alignment with Los Angeles County Department of Mental Health (DMH), Medi-Cal, and PACS standards.

This position requires maintaining productivity expectations, completing timely and accurate clinical documentation, and coordinating care across multidisciplinary teams. The Clinician must adhere to all regulatory, billing, and compliance requirements while supporting positive client outcomes.

Experience and Essential Job Functions:

Clinical Services:

- Provides individual, family, and group therapy services.
- Conducts clinical intakes, psychosocial assessments, and diagnostic evaluations.
- Develops, implements, and updates individualized treatment plans.
- Provides crisis intervention services.
- Provides psychoeducation services to clients and their families.
- Conducts intake appointments based on program needs.
- Participates in outreach and community engagement activities.

Care Coordination & SFPR:

- Serves as the Single Fixed Point of Responsibility (SFPR) for assigned clients.
- Coordinates care with psychiatrists, clinicians, and Community Services (CSS) staff.
- Provides direction to CSS staff and ensures alignment with treatment goals.

Productivity & Documentation:

- Maintains productivity standards (approximately 69 direct service hours per month).
- Completes all documentation within 48 hours in Exym.
- Ensures timely chart opening, maintenance, and closure.

Crisis & On-Call:

- Participates in 24/7 on-call rotation (typically one week per month or as needed based on program requirements).
- Responds appropriately to after-hours client needs.

Administrative and Compliance Responsibilities

- Maintains accurate, complete, and timely records in compliance with DMH, Medi-Cal, and PACS standards.
- Submits billing, mileage, and timekeeping documentation within required deadlines.
- Maintains knowledge of DMH billing procedures and funding requirements.
- Ensures services and caseload align with funding streams.
- Monitors and respond to emails, voicemails, and administrative tasks in a timely manner.
- Maintains accurate scheduling and calendar updates.
- Attends all required staff meetings, supervision, and trainings.
- Performs other duties as assigned.

Supervision and Licensure Requirements

- Unlicensed clinicians (ACSW, AMFT, APCC) must participate in required individual and group supervision.
- Submits documentation for supervision and licensure tracking.
- Expected to obtain licensure within four (4) years of hire.

Minimum Qualifications

- Master's degree in social work, Marriage and Family Therapy, Counseling Psychology, or related field.
- Current registration or licensure with the California Board of Behavioral Sciences (BBS).
- Minimum one (1) year of relevant clinical or social service experience.
- Ability to work effectively with diverse populations.
- Strong documentation, organization, and time management skills.
- Valid driver's license, reliable transportation, and automobile insurance.
- Travel to various service areas as required.

Preferred Qualifications:

- Experience working within DMH or public mental health systems.
- Experience working with children, adults, families, trauma and community-based populations.
- Bilingual or bicultural abilities (API languages, Spanish, or other threshold languages).
- Experience working with children, families, trauma, or community-based populations.

Job Perks:

- Comprehensive medical, dental, and vision coverage with low premium contributions.
- 401(k) retirement plan.
- Professional development support including opportunities for growth.
- Paid holidays and vacation time.
- Mileage reimbursement.
- Partial reimbursement for cell phone and internet expenses.