

PACS

Mental Health Clinician – FSP

Reports To: Intensive Service Division Head
FLSA Status: Full-Time Exempt

Location: Los Angeles/Long Beach/San Fernando Valley
Salary Range: \$70,000- \$77,000 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:

We are seeking a clinician who is comfortable working in the field, can build strong relationships with clients across the lifespan, and can adapt quickly in a fast-paced environment. This role is part of the Full-Service Partnership (FSP) program, providing intensive, wraparound mental health services to children, youth, adults, and older adults.

This is a primarily field-based role (approximately 75% in the community), supporting clients in homes,

schools, shelters, and other community-based settings. Services are delivered in accordance with DMH and Medi-Cal requirements.

Participation in an on-call rotation, including after-hours response to client crises, is required.

Successful clinicians in this role are able to build strong, trusting relationships, navigate complex systems of care, respond effectively in crisis situations, communicate clearly with team members and external partners, and stay organized while managing multiple priorities.

Experience and Essential Job Functions:

- Provide individual, family, and group mental health services including assessment, diagnosis, treatment planning, psychotherapy, rehabilitation, case management, and other supportive services
- Serve as the primary point of coordination (SFPR) and collaborate with a multidisciplinary team
- Deliver services in field-based settings (approximately 75% in the community)
- Provide crisis intervention and participate in on-call rotation
- Maintain documentation (including charts, progress notes, and outcome measures) in compliance with DMH and Medi-Cal requirements
- Coordinate care and connect clients to housing, medical, educational, and other community resources
- Collaborate with caregivers, schools, DCFS, and other systems of care
- Participate in team meetings, case conferences, and community outreach activities
- Provide psychoeducation and skill-building interventions
- Promote culturally responsive and trauma-informed care
- Support outreach and engagement efforts and complete intakes
- Engage clients who may be hesitant or difficult to reach
- Work with high-need populations including homelessness, severe mental illness, and co-occurring disorders
- Develop comprehensive discharge plans
- Participate in individual and/or group supervision
- Other duties as assigned.

Operational Expectations:

- Maintain a service utilization rate of approximately 46% (or as defined by program requirements).
- Submit documentation and reports within 48 hours of service.
- Participate in an on-call rotation to respond to client crises after hours.
- Demonstrate familiarity with DMH billing practices.
- Support clients in meeting court or mandated treatment requirements when applicable.
- Work collaboratively with caregivers and systems of care to support client stability and progress if needed.

Minimum Qualifications:

- Master's degree in social work, MFT, Counseling Psychology, or related field.
- Active registration or licensure with the California Board of Behavioral Sciences (BBS).
- At least one year of relevant experience.
- Experience working with children, youth, adults, and/or families.
- Willingness to work in field-based settings across Los Angeles County.
- Valid California driver's license, reliable transportation, and insurance.
- Ability to transport clients when appropriate.

Preferred Qualifications:

- Bilingual (Spanish, API languages, or other threshold languages).
- Experience in DMH-funded programs or FSP.
- Experience working in multidisciplinary teams.
- Familiarity with Medi-Cal documentation.
- Experience working with school systems, DCFS, or family-based services.
- Knowledge of HIPPA and mandated reporting.

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.