



Job Title: Licensed Clinician – Non-Supervisor
Program/Dept.: Welfare to Work
Classification: Temporary, Full-Time/Exempt
Salary: \$86,000-\$88,580/Annually
Reports to: Clinical Services Director
Location: 4879 E. Kings Canyon Road, Fresno, CA 93727
Date: October 5, 2022

1. AGENCY

The Fresno Center (TFC) is a non-profit organization that was established in the past 29+ years, serving the community of Fresno County. TFC offers 20 different support services that include mental health, wellness, and healing, from immigration to education advocacy to clinical behavioral services to holistic wellness services. TFC is the one-stop shop that promotes cross-cultural understanding and cultural preservation. Eight of our 20+ programs focus on mental health services (Horticultural Therapeutic Community Centers Program, Living Well Center, Welfare-to-Work Employment Mental Health Services, Holistic Cultural and Educational Wellness Center, and Neighborhood Resource Center, California Reducing Disparity Project, Central Valley Regional Center Latino and Southeast Asian Navigator Program, and Kaiser Community Benefits Program). Our motto is to “Inspire, Encourage, and Cultivate”. Our commitment is to equip staff with the best training and practices to develop and maintain client loyalty and be the employer of choice in the Central Valley.

2. SUMMARY/OBJECTIVE:

Licensed Clinician will conduct assessments, progress notes, along with other relevant documents. Licensed Clinician may assist othersupervisor in supervising the work of unlicensed clinicians, case managers, and/or peer specialists. Licensed Clinician will provide services to remove barriers to employment for families who are recipients of the California Work Opportunity and Responsibility to Kids (CalWORKs) Welfare-to-Work (WTW) benefits with mild to moderate mental health symptoms. This service ensures that families can receive ongoing, non-employment related mental health (MH) treatment, non-employment MH services, and/or case management services to ensure the client is linked to appropriate services. In turn, families and individuals will receive a meaningful transition from employment-related MH services to non-employment MH services, and/or resulting in clients engaging in their educational goals, employment opportunities, or other approved Welfare-to-Work activities; thus, resulting in clients’ transitioning from welfare to work.

Licensed Clinician report directly to the Clinical Services Director; conducts and/or assists in conducting assessments, individual,group, marital family therapy, counseling sessions, case management, and performs other related work as needed.

3. ESSENTIAL FUNCTIONS

- 3.1. Conducts assessments, functional evaluations of consumers, and formulating culturally and/or linguistically appropriate behavioral health wellness and recovery treatment plan for Welfare-to-Work consumers.
- 3.2. The Licensed Clinician’s caseload depends on the need of the program.
- 3.3. Licensed Clinician will teach and use a client-centered approach to treat each client.
- 3.4. Licensed Clinician will assist in providing relevant trainings to staff.
- 3.5. Completes all required documentation in a reasonable amount of time.
- 3.6. Speaks to community and professional groups to promote behavioral health, wellness and recovery, and anti-stigma practices.
- 3.7. May provide basic mental health training to the Department of Social Services.
- 3.8. Attends mandatory regularly scheduled department/agency meetings.
- 3.9. Willingness to drive to rural areas to work with clients.
- 3.10. Understanding of and ability to provide culturally appropriate and sensitive services.
- 3.11. Maintains confidentiality accordingly to the law.
- 3.12. Prepares correspondence, records, and reports.
- 3.13. May assists supervisor in supervising the work of unlicensed clinicians, case managers, and/or peer specialists.
- 3.14. May assists in conducting weekly training or group supervisions to review cases and help supervisee grow clinically, professionally, and interpersonally.
- 3.15. Other relevant job duties.



4. MINIMUM QUALIFICATIONS:

- 4.1. Possession of a valid Class "C" Driver's License required.
- 5.1 Clean DMV record and valid vehicle insurance
- 5.2 Must pass background check/LiveScan and Drug Test
- 5.3 Commitment to the mission and values of the agency,
- 5.4 Committed to community building and development,

5. COMPETENCY:

5.1. *Knowledge of:*

- 5.1.1. Principles, theories, techniques, and practices used in counseling psychology, clinical social work, and/or marriage and family therapy including techniques used for the diagnosis of and behavioral health services for chronically mentally ill and emotionally disturbed consumers in a wellness and recovery evidence-based practices framework;
- 5.1.2. Principles and practices of behavioral health education, community organizations and allied behavioral health services and resources;
- 5.1.3. Laws, regulations and ethical standards governing behavioral health treatment, and medical records;
- 5.1.4. Behavioral health interviewing techniques and behavioral health treatment methods;
- 5.1.5. Intensive and long-term case management services in a wellness and recovery evidence-based framework;
- 5.1.6. Cultural competency theory, practice, and its application.

5.2. *Skills/Abilities to:*

- 5.2.1. Identifies and evaluates normal and abnormal behavior tendencies, prioritize, rank and group these behaviors leading to an appropriate diagnostic label(s) within the consumer's cultural and linguistic perspective;
- 5.2.2. Communicates effectively in both oral and written forms to other behavioral health staff, consumers, their family members and other interested community members about wellness and recovery mental health philosophy, terminology and concepts in an understandable, non-threatening manner;
- 5.2.3. Establishes and maintains effective work relationships with team members, other behavioral health services staff, clerical staff, and other professions;
- 5.2.4. Keep current with new developments, trends of thoughts, and literature in the fields of psychology, social work, and/or other mental health services especially evidence-based practices and wellness and recovery models and any other areas that the program determines as a priority;

6. SUPERVISORY RESPONSIBILITIES:

This position has no direct report and level of supervisory.

7. PERSONAL QUALITIES

- 7.1. Accountable
- 7.2. Diligent and organized
- 7.3. Ethical and loyal
- 7.4. Punctual
- 7.5. Flexible
- 7.6. Problem-solver
- 7.7. Creative
- 7.8. Honest

8. WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

9. TYPICAL WORKING CONDITIONS:

The office setting is a normal environment. Occasionally work during early morning, evening, or weekend. May be subject to temperature variances in the office. The noise level in the work environment is usually moderate but may come excessively loud with the increased patient flow during a busy day.



10. TYPICAL PHYSICAL DEMANDS:

Requires sitting, standing, or walking for up to eight hours a day. Some bending, stretching, or reaching may be necessary. Lifting to 40 pounds may be required on occasion. Vision must be correctable to 20/20 and hearing must be in the normal range for telephone contact.

11. POSITION TYPE AND EXPECTED HOURS OF WORK:

This a full-time position with typical work hours 8:00 am to 5:00 pm, Monday to Friday with weekends as needed.

12. TRAVEL:

This position may have a minimal travel as needed.

13. REQUIRED EDUCATION AND EXPERIENCE:

13.1. Doctoral Degree in Clinical/Counseling Psychology, Master's Degree in Social Work with an emphasis in clinicalsocial work, Master's Degree in Counseling Psychology with emphasis in clinical work, or Master's Degree in Marriage and Family Therapy, or other course of study acceptable to the State of California Board of Behavioral Sciences (BBS) or California Board of Psychology.

13.2. Must be licensed as a Psychologist, Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, or Licensed Professional Clinical Counselor in the State of California with license in good standing.

14. PREFERRED EDUCATION AND EXPERIENCE:

At least 5 years of mental health experience as a therapist providing services to children, adults, families, and groups.

15. ADDITIONAL ELIGIBILITY QUALIFICATIONS:

15.1. Ability to speak Spanish and/or Hmong preferred.

15.2. Provides limited transportation to clients to appropriate supportive services

15.3. Required ability to assist with phone calls for clients

15.4. Required ability to provide translations and interpretation on a periodic basis.

15.5. Other translation tasks as required.

16. BENEFITS:

16.1. Medical, vision, and dental coverage.

16.2. Life insurance coverage at annual salary.

16.3. Sick leave, per personnel policy (7 days per year).

16.4. 401k retirement plan, after completion of 90 days of employment; potential 3% match.

16.5. Vacation, per personnel policy (12 days per year).

16.6. Holidays per personnel policy (currently 12 paid holidays per year)

CLOSING DATE: Open until filled. *Position is contingent upon funding.*

To apply please submit a cover letter, attention to Kellie Charfauros, resume, and three references, with in the subject line Licensed Clinician, Non-Supervisor, and email to kellie.charfauros@fresnocenter.org. The Fresno Center values diversity and is an affirmative action employer. All interested individuals, including women, people of color, people over forty, and persons with disabilities are encouraged to apply.