
COUNTRY DOCTOR COMMUNITY HEALTH CENTERS

JOIN OUR TEAM - SCHOOL BASED BEHAVIORAL HEALTH SPECIALIST- Meany Middle School

Country Doctor Community Health Centers (CDCHC), is a not for profit organization that operates two primary care clinics, After-Hours Clinic, a school-based health center, and a Dental clinic. Our Carolyn Downs Family Medical Center was founded by the Seattle Black Panther Party more than 50 years ago in Seattle's Central District Area, and our Country Doctor Community Clinic was established in 1971 by the residents of the Capitol Hill community to provide affordable and comprehensive primary health care services. Our founding principles of social justice live on today. We care for patients from around the region and the world, of all ages, gender identities, and abilities, including people with and without health insurance. Our staff work with a multi-disciplinary team of dedicated and dynamic individuals who share our commitment to health equity

We are hiring a passionate and mission-driven Mental Health Therapist that will be based at Meany Middle School Health Center.

Meany Middle School is a community of lifelong learners that demonstrate the knowledge, skills, and values required for innovative global citizenship. Meany has an intentional focus on promoting the educational, community, and social needs of African American males. The diverse student body also includes houseless/McKenney-Vento students and almost half of all students qualify for free or reduced fare lunch.

Job Summary: The Middle School Behavioral Health Specialist provides mental health services within the School Based Health Center utilizing a variety of evidence-based modalities and practices to achieve tangible objectives. This position emphasizes promotion of healthy development and prevention or long-term intervention and consistent support, utilizing a collaborative care model, which may include students and their families, primary care providers, consulting psychiatrists, and mental health specialists; as well as school administrative, faculty, and support staff.

This position reports to Country Doctor Community Health Centers' Behavioral Health Manager and also receives technical assistance, guidance, and instructions while working in coordination with the school's central administration and the CDCHC School-Based team.

The Middle School BH Specialist may also be asked to float to our Nova High School Wellness Center, an alternative learning environment with a majority LGBTQ+ student population.

Responsibilities:

- Assesses mental health needs and develop individualized treatment goals for each assigned student.
- Assists students, parents, and school personnel in efforts to remove psychosocial and mental/emotional health obstacles to students' healthy functioning and academic performance.

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- Provides high quality, strengths-based services to students in alignment with the scope of services and productivity expectations.
- Works with school staff, CDCHC staff, and community providers to maximize students' access to health services, within CDCHC and/or with other organizations.
- Provides individual, family, and group therapy when indicated; case management; classroom presentations; and psycho-educational services in accordance with the needs of the specific school population and as specified by applicable funding contract(s).
- Collaborates with parents/guardians and educators to assist students with educational and career planning.
- Manages mental health crises that may arise in school setting.
- Participates in school management teams in order to advocate for students needs and provide guidance for school staff.
- Assists families in obtaining services for their children through an appropriate referral and follow-up process.
- Participates in school-wide interventions as appropriate.
- Reviews and revises treatment goals as clinically appropriate, and at least as frequently as required by applicable funding contract(s).
- Exchanges information within legal and ethical guidelines, with the goal of providing the best individual and team care.
- Completes required documentation in a timely manner, and in accordance with requirements specified by the State of Washington, CDCHC, and funders.
- Reports all known and suspected abuse or neglect per Washington State Law.
- Uses the majority of the time (80%) to provide direct services to students through preventive and responsive services and uses the remaining time in development and management, system support and accountability.
- Engages in close collaboration with entire behavioral health team, especially other school-based provider(s)
- Primarily serves Meany Middle School students, but per funding contract can serve any SPS student

Education & Experience:

- Master's degree in Social Work, Counseling, or related field, PhD or PsyD in Psychology
- Current Washington licensure as a Licensed Social Worker, Licensed Mental Health Counselor, or Licensed Clinical Psychologist
- 2 years post-master's experience required
- Excellent working knowledge of behavioral medicine and evidence-based treatments for medical and mental health conditions.
- Skillful in making quick and accurate clinical assessments of mental and behavioral conditions.
- High level of comfort in working with primary care medical providers, and/or educators and other professionals using a consultative style.
- Proficiency in designing and implementing clinical pathways and protocols for treatment of selected mental and behavioral conditions.

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- Elasticity to work effectively as a team, interfacing with students and their families, primary care providers, consulting psychiatrist and mental health specialists, as well as with administrative, faculty, and support staff.
- Capacity to exercise balanced judgment in evaluating situations and making decisions, and to handle difficult or confrontational situations in a calm, consistent, and equitable manner

Abilities:

- Ability to make quick and accurate clinical assessments of mental and behavioral conditions.
- High level of comfort in working in collaboration with primary care medical providers, psychiatrists-consultants, and school personnel, using a consultative style.
- Good knowledge of psychopharmacology.
- Ability to demonstrate excellent verbal communication skills and customer service
- Ability to interact and work well with people from diverse cultures and backgrounds
- Ability to develop meaningful and appropriate relationships with students, school staff, and families.
- Experience working in school based health centers preferred
- Experience working with BIPOC, LGBTQ+, and unhoused families preferred
- Experience working with neurodiverse populations preferred

Salary and Location: This position works on-site at Meany Middle School between mid-August through mid-June and the pay range is \$57,494.67 – \$85,384 during those 10 months and position is furloughed for 2 months during the summer. Medical benefits are payable for the entire calendar year.

Benefits: We provide a robust suite of benefits to all employees working 20 hours a week or more. Benefits include the choice of three medical plans (2 PPO and 1 HMO), two dental plans, short-term and long-term disability insurance programs, as well as life insurance and accidental death and dismemberment coverage. Also, employees have access to flexible spending accounts, subsidizes up to 50 % of the cost of an ORCA pass, and a generous safe harbor 401K plan with a 3 % base employer contribution plus an additional 2% discretionary match, depending on the amount employee contributes. Health benefits are paid for 12 months.

HOW TO APPLY:

We are committed to building a culturally diverse workplace and strongly encourage women, persons of color, LGBTQ individuals, veterans, persons with disabilities, and persons from other underrepresented groups to apply. Review of applications will begin immediately and continue on a rolling basis, but applicants are encouraged to apply as soon as possible. Please send a cover letter (see below), resume, and list of references to the Human Resources Department, e-mail to hrcact@cdhc.org. Please refer to **“Mental Health Therapist Meany”** in the subject of your email.

Please address the following in your cover letter:

Country Doctor Community Health Centers is passionate about serving patients of all ethnicities, races, genders, gender identities, languages, and backgrounds, and employing individuals who are equally committed to this mission. To ensure our organization is best serving these populations, we

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strive to promote policies that enable us to work effectively in all cross-cultural situations, with patients, with our coworkers, and with the community.

How do you think your past or current experiences, professional or otherwise, have prepared you to contribute to our commitment to cultural humility and diversity amongst our patients and staff?