**LICENSED CLINICIANS (COUNSELING OR SOCIAL WORK)**

**THE CENTER FOR RACIAL & HEALTH EQUITY LLC:**

The Center for Racial & Health Equity LLC provides comprehensive behavioral health services for children, adolescents, and families. Our services include individual, couples/family and group counseling, case coordination, and medication management.

**EMPLOYER:** The Center for Racial & Health Equity LLC

**LOCATION(S):** Delaware, Georgia, and Pennsylvania (Remote)

**HOURS:** Variable

**POSITION CATEGORY:** 1099 Contractor

**INTRODUCTION**

The Center for Racial & Health Equity LLC strives to provide innovative culturally sensitive and responsive behavioral health services to increase treatment engagement and improve total health outcomes across all populations globally.

**VALUES**

At the Center for Racial & Health Equity LLC, we value equity, cultural humility, innovation, collaboration, and community.

**COMMITMENT**

We are committed to the hire and retention of a workforce that represents the vastness of diversity globally. We aim to create an inclusive culture at each level of our company to promote representation and increase opportunities for advancement for all persons. We are focused on building a workforce of the most qualified scholars, researchers, and providers that will collaborate with us in expanding access to care globally and developing innovative solutions to address salient global health problems.

We strongly encourage candidates of diverse backgrounds to apply.

**OVERVIEW**

The Licensed Clinician provide evidence-based, culturally tailored, and individualized counseling services to individuals, couples, and or families. Clinicians will integrate research and demonstrate knowledge of existing factors that influence application of therapeutic modalities and appropriateness for diverse populations. Clinicians will exercise judgement will making cultural adaptions to existing models to reflect the needs of clients and to promote engagement. Clinicians must embody diversity, equity, inclusion, and social justice in all aspects of clinical practice, addressing systemic factors that contribute to adverse outcomes in vulnerable populations. Clinicians should demonstrate a growth-mindset and commitment to the expansion of our company and services through marketing and strategic partnership. In the spirit of philanthropy, clinicians with a heart for service and global health are our ideal candidates. Clinicians must demonstrate knowledge of appropriate federal and state laws that influence clinical practice, ethical codes, and adhere to best standards of practice in clinical care. Clinicians must be willing to retain a caseload of individuals, couples, or families based on their clinical expertise. Current contracts with insurance panels are preferred but is not required.

**DUTIES**

* Maintain a caseload of at least five (maximum of 30) individuals, couples, and/or families for the duration of employment.
* Complete and submit biopsychosocial and spiritual intakes for newly admitted clients assigned to their caseload within 48 hours.
* Collaborate with clients to develop tangible treatment goals using appropriate theoretical frameworks and therapeutic modalities.
* Identify appropriate cultural considerations (e.g., linguistic/language, spiritual/religious, historical or generational factors, race/ethnicity, gender or sex, SES, and nationality) and incorporate these considerations in treatment as necessary.
* Seek consultation with licensed colleagues to research adaptations to Western modalities and incorporate modifications to interventions to meet cultural needs of diverse populations.
* Administer and interpret findings of universal screening tools (e.g., PHQ-9, GAD-7, PCL-5, CAGE-AID, and DAST-10) in treatment to reflect presenting symptoms and areas for treatment.
* Assess all clients for history of suicidal and homicidal behavior. Develop comprehensive safety plans and obtain consent for mental health crises or emergencies.
* Provide case management to address social determinants of health (SDoH) as warranted for high risk and disadvantaged clients.
* Maintain record of imminent safety threats and report threats to leadership.
* Inform clients of mandated reporter designation. Act in good faith and inform leadership of suspected child/abuse or neglect. Collaborate with leadership to file and follow-up on reports to promote client safety and compliance with state and federal laws.
* Identify barriers with implementation of services, client retention, and matriculation and report this information to the supervisor.
* Submit all documentation within 48 hours.
* Participate in in-service or external trainings once per quarter.
* Attend and engage in all staff meetings.
* Remain abreast of changes in state laws that impact provisions of care.
* Foster a culturally inclusive environment.
* Demonstrate professionalism and behavior that aligns with mission, vision, and values.
* Identify and report fraud, abuse, and waste to the Clinical Supervisor and Director of Operations and Compliance.
* Maintain record of all direct and indirect services hours and supervision obtained throughout the duration of employment.
* Submit all clinical documentation within 48 hours.
* Serve as a mandatory reporter and complete all required annual trainings.
* Maintain record of crises and reports of abuse or neglect. This will include follow ups on the outcome of these cases.
* Identify barriers with implementation of services, client retention, and matriculation.
* Remain abreast of changes in state laws that impact service delivery.
* Report concerns with residents and interns to the Director of Clinical Services.
* Participate in program expansion and quality improvement initiatives.
* Foster a culturally inclusive environment.
* Demonstrate professionalism and behavior that aligns with mission, vision, and values.
* Identify and report fraud, abuse, and waste to the Director of Operations and Compliance.
* Maintain an active license and credential to provide supervision as required by state law.
* Meet annual/bi-annual continued education requirements.

**EDUCATION**

Masters in Counseling or Masters in Social Work.

**LICENSURE & CERTIFICATION**

Licensed Professional Counselor (LPC), Licensed Professional Counselors of Mental Health (LPCMH), or Licensed Clinical Social Worker (LCSW).

**SKILLS**

* Spoken and Written English Proficiency.
* \*Spoken and Written Proficiency in second language such as Spanish, Haitian Creole, French, Russian, Vietnamese, Cantonese, Mandarin, Dutch, Korean, Portuguese, Chinese, or Arabic (Preferred).
* Knowledge of core competencies in counseling or social work.
* Knowledge of federal and state laws that influence standards of care, clinical practice, and supervision.
* Knowledge of therapeutic modalities, interventions, and assessments in counseling.
* Knowledge of crisis response planning and state laws for involuntary commitment.
* Knowledge of de-escalation techniques.
* Ability to establish professional strategic relationships with stakeholders.
* Willingness to participate in expansion and quality assurance measures.
* Ability to seek knowledge, training, and consultation to serve diverse populations and provide supervisees with training necessary to serve diverse populations.
* Critical analysis, problem solving, and care coordination.
* Ability and willingness to work collaboratively to identify and solve identify problems and improve outcomes.
* Ability and willingness to communicate effectively and maintain professionalism.

**COMPENSATION**

Clinical supervisors are hired as 1099 contractors. Compensation for licensed clinicians varies by state and is as follows:

***Delaware:*** $35/hour

***Georgia:*** $38/hour

***Pennsylvania:*** $40/hour

**BENEFITS**

* Credentialing and contracting.
* Marketing and promotion of services and expertise.
* 401K opt-in option after a year of service.
* Training opportunities.
* Pay Increase After One Year of Service.
* Research Opportunities.
* Program Expansion Opportunities.

**OUR COMMITMENT TO YOU**

Our staff and employees are the fabric of our organization. We are committed to using our existing business model to expand our base globally while also becoming the premier national provider for comprehensive behavioral health and primary care services through strategic partnerships. We are committed to your personal and professional develop, desire and right to thrive, and contribute meaningfully in this current climate. Join us on this venture in revolutionizing care.