

Position Title: Licensed Practitioner of the Healing Arts (LPHA)

Reports to: Lead Facilitator/ Outpatient Director

FTE: Part-Time 0.5 FTE (20 hours/week)

Location: Entre Familia Outpatient Facility + occasional community-based services

Language Requirement: Bilingual Spanish/ English preferably

ABOUT US

For over 40 years, **The Latino Commission (TLC)** has been recognized for delivering innovative, culturally grounded, and developmentally appropriate treatment models across California. PANCHE BE is a youth program. TLC mission is to meet the unmet needs, unite, and prioritize the health and well-being of Latino and Mayan Communities primarily recent immigrant youth, ages 12 to 17, who reside in San Francisco County, California by offering a bicultural and bilingual Spanish-speaking, family-focused, strength-based project named Panche Be (Aztec Nahuatl Language meaning: To Seek the Root of Truth). We deliver through Indigenous Ways culturally competent, familiar, behavioral health treatment, early intervention and inclusive prevention, health information, and wellness programs.

POSITION OVERVIEW

Clinical: Behavioral health assessments- Use Short Form CANS, clinical assessment surveys, and comprehensive psychosocial assessments performed by licensed professional clinical counselors to treat, for example, depression, isolation, and anxiety. PTSD and other trauma- rooted dx. Clinical assessment & surveys will be bio- psycho-social and conducted in- person (LCSW, MFT, LPCC, PsyD, PhD)

The LPHA Clinician is responsible for the intake process and associated duties, including clinical screenings and intake procedures for new adolescent residents. This role ensures all clients receive appropriate treatment placement, risk assessments, and linkage to necessary services. This position will also provide clinical leadership through daily planned programs and activities, including psychoeducation, individual, group, and family counseling, etc.) This role works in close partnership with the program's SUD counselors, Clinical Director, Medical Director, Nurse, and Program Administrator/Facility Manager.

MINIMUM QUALIFICATIONS

- Master's degree in psychology, Social Work, Counseling or related field and holding an active license in good standing (LCSW, LMFT, LPCC, PsyD, PhD) with the proper licensing board
- Minimum of Three (3) years of experience in clinical work in an outpatient, residential, or hospital setting providing SUD or Mental Health Treatment. Experience in co-occurring mental health and SUD treatment is highly desired.
- Strong understanding of ASAM Criteria and DSM-5 SUD's; Highly knowledgeable about the biological and psychosocial aspects of substance use disorders in adolescents and their treatment, and able to identify signs and symptoms of acute conditions.
- Highly knowledgeable and experienced with co-occurring mental health disorders and treatment, intervention techniques/approaches that are developmentally appropriate for youth, with best practices such as trauma-informed care, motivational interviewing, CBT, etc.
- Experience working with and engaging with families, youth with co-occurring mental health disorders, youth in the child welfare system, youth in juvenile justice system, youth with disabilities, and/or gang affiliation.
- Bilingual in one of San Francisco's 5 Core Languages (Tagalog, Spanish, Russian, Chinese, Vietnamese), is not required, but strongly preferred



- Must pass a DOJ/FBI background check.
- If in recovery, a minimum of two years of continuous sobriety.
- Valid First Aid & CPR certification (training available upon hire by the facility).

PRIMARY DUTIES & RESPONSIBILITIES

- Conduct initial screenings, biopsychosocial assessments, ASAM level-of-care evaluations, and treatment eligibility determinations
- Develop and implement treatment plans using evidence-based approaches (e.g., Trauma-Informed Care, MI, CBT, relapse prevention).
- Provide individual, group, and family therapy; deliver psychoeducation on SUD, co-occurring disorders, and recovery.
- Complete risk assessments, crisis stabilization, and trauma-informed interventions.
- Lead family clinical conferences; coordinate care with medical providers, mental health professionals, case managers, and systems (child welfare, probation, schools).
- Support medication self-administration, tracking, and adherence to safety protocols.
- Maintain accurate and timely documentation (progress notes, treatment plans, reassessments, discharge summaries).
- Collaborate closely with the Clinical Director, Medical Director, and Administrator to ensure regulatory compliance and quality of care.
- Participate in case conferences, staff meetings, supervision, and required training/CE to maintain licensure and enhance clinical skills.
- Uphold HIPAA standards, confidentiality, and professional boundaries.

COMPENSATION & BENEFITS

- Salaries are aligned with industry standards and adjusted for experience and scope of responsibilities.
- Flexible Scheduling: Options for weekday, evening, weekend, and holiday shifts to support work-life balance.
- Comprehensive Benefits (for full-time staff after 90-day probation) include Health, Dental, and Vision Insurance, Retirement Plan with 401(k), and Paid Time Off (PTO)
- Ongoing training, supervision, and continuing education opportunities to support career advancement.

Be part of a team dedicated to pioneering innovative, culturally affirming, and healing-centered care that genuinely impacts the lives of youth and families.

APPLICATION PROCESS

Interested and qualified applicants should submit their completed application online via Indeed or our website at www.thelatinocommission.org/jobs. Or l.moncada@thelatinocommission. 415-240-7789

The Latino Commission on Alcohol & Drug Abuse Services of San Mateo County, Inc. is an Equal Opportunity Employer. We welcome applicants of all backgrounds in compliance with California and federal employment laws. All employees must meet annual compliance requirements established by government funders and the San Francisco Department of Public Health.

