



Licensed Practitioner of the Healing Arts (LPHA) Clinician

SUPERVISOR/ REPORTS TO: Clinical Director

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.

TLC is proud to launch **Casa Lil Hawk**, San Francisco’s first community-based, Medi-Cal-funded ASAM Level 3.1 Youth Residential SUD Treatment program. **Casa Lil Hawk** provides comprehensive SUD 24/7 residential services to male youth of all ethnicities and populations under the age of 18 who are residents of San Francisco, Medi-Cal beneficiaries, and meet the criteria for ASAM Level 3.1, as defined by the DHCS. Casa Lil Hawk is designed to be a community-rooted sanctuary for healing, belonging, and transformation.

POSITION OVERVIEW

Casa Lil Hawk’s **LPHA Clinician** is a primary and consistent lead in each client’s co-occurring SUD and mental health treatment. They are responsible for conducting initial and ongoing assessments, developing initial and ongoing treatment plans, and providing individual and family therapy, as well as monitoring clients’ treatment progress.

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).





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





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APPLICATION PROCESS

Interested and qualified applicants should submit their completed application online via Indeed or our website at www.thelatinocommission.org/jobs.

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.

