



POSITION TITLE:	Integrated Behavioral Health Clinician Manager
DEPARTMENT:	Behavioral Health / Primary Care
REPORTS TO:	Behavioral Health Lead
POSITION TYPE:	Full-Time / Exempt (40 Hours/Week)
SALARY & INCENTIVES:	\$68,000 to 80,000 per year; CME Support; Loan Repayment Eligible

ETHNE HEALTH MISSION STATEMENT

Ethnē Health delivers comprehensive, high-value healthcare through a culturally sensitive, neighbor-centered medical home that advances Jesus' love and justice in our vibrant community.

POSITION SUMMARY

The Lead Integrated Behavioral Health Manager plays a pivotal leadership role in designing, building, and operationalizing the health center's new Integrated Behavioral Health (IBH) program. During the initial implementation phase, the Clinician is directly responsible for establishing clinical workflows, screening protocols, and primary care integration models across all medical departments. As the program expands, the clinician provides direct clinical and administrative supervision to at least one other Licensed Social Worker staff hire, while providing direct clinical care across the lifespan.

Utilizing Primary Care Behavioral Health (PCBH) and TEAM UP integration frameworks (teamupcenter.org), the clinician delivers rapid same-day consultations, targeted assessments, brief goal-focused interventions, and care coordination for pediatric, adult, and geriatric patients within the primary care medical home.

KEY RESPONSIBILITIES

A. Program Development & Behavioral Health Integration (Initial Phase)

Clinical Workflow Architecture: Within a team, participate in the design, establishment, and operationalization of integrated behavioral health workflows, warm hand-off mechanisms, and rapid consultation protocols within primary care medical suites.

Protocol & Template Creation: Assist in the development of standardized electronic health record (EHR) documentation templates, clinical pathways, and screening protocols for pediatric, adult, and geriatric patient populations.

Interdisciplinary Alignment: Collaborate with health center executive leadership, clinicians and

managers to define clinical metrics, clinic scheduling templates, and cross-departmental integration goals.

Program Evaluation & Scaling: Help to monitor early implementation metrics, identify operational bottlenecks, and iteratively refine service delivery to support sustainable program growth.

B. Clinical & Administrative Supervision

Direct LCSW Supervision: Provide regular administrative, clinical, and reflective supervision to at least one Licensed Social Worker / behavioral staff clinician, ensuring high-quality, evidence-based integrative care.

Staff Onboarding & Mentorship: Onboard, train, and mentor incoming behavioral health personnel on primary care integration standards, PCBH/TEAM UP models, brief interventions, and electronic documentation.

Quality & Chart Auditing: Conduct systematic chart audits, peer reviews, and clinical case consultations to ensure compliance with professional standards, state licensure regulations, and FQHC policies and procedures.

C. Lifespan Clinical Consultation & Interventions

Same-Day Open-Door Access: Provide immediate consultative interventions (20–30 minute encounters) and warm hand-offs for pediatric, adult, and geriatric patients during routine primary care medical visits.

Targeted Behavioral Care: Deliver brief evidence-based interventions for chronic disease management, anxiety, depression, complex trauma, ADHD, and early childhood behavioral health.

PCP Decision Support: Offer real-time diagnostic clarification, behavioral management strategies, and collaborative treatment recommendations to primary care providers.

D. Substance Use Disorder (SUD) Screening, Identification & Treatment (SBIRT)

Systematic SBIRT Execution: Implement SBIRT protocols across adolescent and adult medical visits utilizing standardized tools (possible examples: PHQ-9, PHQ-A, AUDIT, DAST, CRAFFT, SWYC).

Brief Intervention & Harm Reduction: Provide targeted Motivational Interviewing (MI), harm reduction education, and relapse prevention strategies for unhealthy alcohol, opioid, prescription drug, or illicit substance use.

Co-Management & Referral: Partner with PCPs to facilitate warm referrals to specialty addiction treatment or intensive outpatient programs when indicated.

E. Multidisciplinary Collaboration & Administrative Responsibilities

Team Collaboration: Participate actively in primary care team huddles, psychiatric case consultations, TEAM UP collaborative meetings, and FQHC Quality Improvement (QI) committees.

Care Coordination: Partner with Community Resource Specialists, schools, child welfare, and adult social services to address social determinants of health.

KEY COMPETENCIES

- **Program Leadership & Change Management:** Demonstrated ability to build clinical programs from the ground up, engage medical stakeholders, and lead organizational change in a community health setting.
- **Supervisory Excellence:** Strong clinical supervisory skills with the capacity to guide, evaluate, and mentor LCSWs and associate-level clinicians.
- **Adaptability & Resilience:** 'Grace under pressure' with the agility to manage rapid-access appointments, hallway consultations, and frequent real-time interruptions in a fast-paced clinic.
- **Clinical Proficiency:** Expertise in Motivational Interviewing (MI), Acceptance and Commitment Therapy (ACT/FACT), Cognitive Behavioral Therapy (CBT), Trauma-Informed Care, and harm reduction.

POSITION REQUIREMENTS

- **Licensure:** Active independent state clinical licensure as an LCSW, LICSW, LMHC, LPC, LMFT, or Licensed Psychologist. Board-approved clinical supervisor status or supervisor eligibility required.

EDUCATION & EXPERIENCE

- **Education:** Master's degree or higher in Social Work (MSW), Mental Health Counseling, Marriage & Family Therapy, or Doctorate in Psychology (Ph.D. / Psy.D.).
- **Program Building Experience:** Preferred minimum 3+ years of clinical experience in an integrated primary care or community health setting, with demonstrated involvement in program development, workflow creation, or project leadership.
- **Supervisory Experience:** Preferred prior experience providing clinical or administrative supervision to social workers, counselors, or clinical trainees required.
- **Language & Diversity:** Bilingual fluency preferred. Proven dedication to serving culturally diverse and vulnerable populations necessary.

COMPENSATION & BENEFITS

- Salaried: \$68,000 to \$80,000
- Health Benefits: Comprehensive employer-sponsored medical, dental, vision, and life insurance plans
- Paid Time Off: Tenure Accrued PTO annually, paid holidays, Sick Pay
- Other Benefits: CME Support, Loan Repayment Eligible

Please email a cover letter and resume to our Chief Talent Officer (CTO), Kimberly Stewart, at kimberly.stewart@ethnehealth.org.