Behavioral Health Therapist (Licensed)

Every role at Radiant Health Centers exists for the same reason; to ensure anyone who needs care – individuals who are unhoused, experiences mental health challenges, or living with HIV -receives the care they need and deserve.

Behind every behavioral health outcome is a person who deserves to feel heard, supported, and empowered on their journey toward wellness. The Behavioral Health Therapist provides compassionate, evidence-based care that helps individuals navigate challenges, build resilience, and improve their overall well-being.

ABOUT RADIANT HEALTH CENTERS

Radiant Health Centers (formerly AIDS Services Foundation of Orange County) is the region's only FQHC Look-Alike focused on LGBTQ+ health and individuals living with or affected by HIV. For four decades, Radiant has served Orange County with medical care, behavioral health, harm reduction, case management, HIV/STI testing, and prevention services — all grounded in compassion, dignity, and health equity.

OUR MISSION

Radiant Health Centers provides compassionate and comprehensive health services to all underserved individuals in Orange County, with a special focus on the LGBTQ+ community and those living with and affected by HIV.

ABOUT THE ROLE

The Behavioral Health Therapist assists the overall function of the Behavioral Health Department. Compiles patient statistical information relevant to Behavioral Health Department. Provides clinical services to patients who are affected by HIV disease and other conditions and interacts with other community care providers to ensure continuity of care.

Reports to: Medical Director

WHAT YOU'LL DO

Patient Care

- Maintain a patient caseload of 25-30 patients per week.
- Provide individual and group counseling to HIV affected and other individuals and families.
- Provide assessments and referrals to community-based programs and agencies when appropriate.
- Conduct workshops/presentations on mental health and emotional well-being.
- Provide crisis interventions.
- Assist with the supervision of Behavioral health interns as needed.
- Maintain appropriate documentation of services to patient including intakes, assessments, and progress notes, plus coding and billing per guidelines.

WHAT WE'RE LOOKING FOR

- Master's degree and above in psychology or related field - required
- Licensed Marriage Family Therapy (LMFT) – preferred, will consider Licensed Clinical Social Worker (LCSW)
- Minimum one year of experience as a licensed behavioral health therapist.
- Bilingual proficiency in Spanish – preferred
- Must demonstrate good judgment and knowledge of HIV, substance abuse, LGBTQ+ and cross-cultural issues.
- Familiarity with Epic/OCHIN or comparable EHR systems preferred.
- Maintain CEU necessary to perform duties and maintain license.

CORE COMPETENCIES

- **Solution-oriented thinking and clinical assessment –** Gathers and analyzes relevant clinical information, evaluates patient needs, and applies sound clinical judgment to develop appropriate interventions, treatment approaches, and referrals.
- **Planning, organizing, and managing work –** Organizes and prioritizes clinical responsibilities, patient caseloads, documentation, and administrative requirements to deliver timely, consistent, and effective services.
- **Adaptability and resilience** – Responds constructively to changing patient needs, high-stress situations, and evolving clinical priorities while maintaining professional effectiveness.
- **Communication and collaboration** – Communicates effectively with patients, families, colleagues, and interdisciplinary care teams to support coordinated, patient centered care.
- **Ownership and accountability** – Takes responsibility for clinical decisions, documentation, ethical practice, and the quality and continuity of care.
- **Empathy and patient-centered care** – Demonstrates compassion, respect, and understanding, while prioritizing each patient's individual needs, preferences, strengths and goals.
- **Clinical judgment and risk management** – Applies sound clinical reasoning to assess behavioral health concerns, identify safety risks, and determine appropriate interventions and escalations.

CLASSIFICATION & WORK ENVIRONMENT

- **FLSA Status:** Exempt (salaried, administrative/professional exemption)
- **Work Environment:** Primarily office-based; may require occasional travel between Radiant Health Centers sites.
- **Physical Demands:** Ability to sit or stand for extended periods, use a computer for extended periods, and occasionally lift up to 15 lbs. Reasonable accommodation will be made for qualified individuals with disabilities.

COMPENSATION

PAY SCALE

$90,000 – $100,000 per year

The posted pay scale reflects the range Radiant Health Centers reasonably expects to pay for this position. Placement within the range depends on experience, qualifications, and internal equity.

BENEFITS

Radiant Health Centers offers a competitive benefits package that includes medical, dental, and vision coverage. For select plans, Radiant pays 100% of the employee premium, allowing eligible employees to enroll in health and dental coverage at no cost. Additional benefits include a 403(b)-retirement plan, an Employee Assistance Program (EAP), life and disability coverage, a flexible spending account (FSA), and voluntary benefit options. Employees also accrue paid time off (PTO) at a rate of 1.5 days per month, equivalent to 20 days per year and receive 12 paid holidays annually.

This is a summary of benefits. Eligibility and coverage are governed by plan documents.

WHY RADIANT

We look for people who want their work to matter and who bring care, rigor, and respect to it. Radiant welcomes applicants of every background, identity, and lived experience, including people from the communities we serve.

EQUAL OPPORTUNITY & FAIR CHANCE HIRING

Radiant Health Centers is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age, disability, genetic information, marital status, veteran status, reproductive health decision-making, or any other characteristic protected under the California Fair Employment and Housing Act (FEHA) or applicable federal, state, or local law.

Consistent with California's Fair Chance Act, qualified applicants with criminal histories will be considered for employment in accordance with applicable law, and criminal history will not be inquired into until after a conditional offer of employment has been made.

Radiant Health Centers provides reasonable accommodations for applicants and employees with disabilities. If you need an accommodation during the application or interview process, please contact Human Resources.