Bartz-Altadonna Community Health Center

Licensed Clinical Social Worker (LCSW) / Licensed Marriage and Family Therapist

Classification: **Exempt** **Reports to: BH Manager / Clinical Director**
Location: Lancaster, CA **Date created: March 11, 2026**

Our Commitment to Our Patients

Bartz-Altadonna is a services business dedicated to helping people heal. Our patients are our customers. We always remember that the patients' needs always comes first and that while the "patient is not always right, the patient is never wrong."

We expect ourselves to always provide the highest quality customer service possible. We achieve this by providing polite, courteous, and prompt attention to the patient. This can include escalating patient concerns up the chain of command if needed.

We treat our patients courteously and give them proper attention at all times. We never regard a patient's question or concern as an interruption or an annoyance. We promptly respond to inquiries from patient's whether in person or by telephone promptly and professionally.

Our desire to assist the patient obtain the help he/she needs is evident through our conduct. A telephone caller is not left on hold for an extended period of time. We immediately identify the patient's concerns and direct incoming calls to the appropriate person and make sure the call is received. The same conduct applies to patients inside the facility. If an employee is unable to assist the patient with their concerns, we direct the patient to someone who is able to assist. We do not argue with the patient.

Another way we show our conduct is through documentation. All our correspondences and documentation, whether patient or non-patient related, are neatly prepared and free from error. We understand that attention to accuracy and detail in all paperwork demonstrates our service commitment to all whom we do business with.

Finally, we show our conduct through development of good overall business practices. We strive to develop and maintain a pleasant, efficient, and fair work environment that fosters cooperation and understanding. We achieve this by being:

- On time and ready for work at the beginning of their workday
- Careful and conscientious in the performance of their work
- Respectful and considerate of others
- Courteous and helpful when dealing with patients, other staff members and with volunteers, supporters, and the general public.

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Summary:

The Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist (LMFT) provides advanced clinical social work services within an outpatient behavioral health setting. This position is responsible for conducting comprehensive assessments, delivering evidence-based therapeutic interventions, and coordinating care for individuals with behavioral, emotional, and psychosocial needs. The LCSW or LMFT functions as an independent clinician and collaborates with multidisciplinary team members to support high-quality, patient-centered care in accordance with organizational, regulatory, and ethical standards.

Essential Functions:

- Conduct comprehensive biopsychosocial assessments, diagnostic evaluations, and risk assessments for patients.
- Provide individual, family, and group psychotherapy using evidence-based treatment modalities.
- Develop, implement, and monitor individualized treatment plans aligned with clinical best practices and patient goals.
- Deliver brief interventions, behavioral health consultations, and same-day support as part of integrated care workflows.
- Provide crisis intervention, safety planning, and coordination of higher levels of care when clinically indicated.
- Participate in interdisciplinary team meetings, case conferences, and collaborative care planning with medical and behavioral health providers.
- Address social determinants of health by connecting patients to community resources, support services, and external agencies.
- Maintain accurate, timely, and compliant documentation in the electronic health record (EHR) in accordance with organizational policies and regulatory requirements.
- Ensure adherence to all applicable state and federal regulations, including HIPAA, professional ethical standards, and licensing board requirements.
- Participate in quality improvement initiatives, performance metrics, and program development activities as assigned.
- Provide clinical consultation to staff and support the development of best practices within the behavioral health program.
- May provide clinical supervision to associate-level social workers, if approved and designated by the organization.

BACHC
HELPING PEOPLE HEAL

Bartz-Altadonna Community Health Center

MINIMUM QUALIFICATIONS:

- Master's degree in social work from a program accredited by the Council on Social Work Education (CSWE) or Master's degree in Marriage and Family Therapy or related field from an accredited program.
- Active and unrestricted Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist credential in the state of practice.
- Minimum of two years of post-licensure clinical experience in behavioral health, outpatient care, or related settings.
- Demonstrated knowledge of DSM-5 diagnostic criteria, evidence-based therapeutic practices, trauma-informed care, and crisis intervention.
- Proficiency in clinical documentation, treatment planning, and care coordination.
- Ability to work effectively within a multidisciplinary team in a fast-paced clinical environment.
- Strong interpersonal, communication, and organizational skills.
- Ability to maintain professionalism, confidentiality, and ethical conduct at all times.

Experience:

- Experience in integrated primary care, community mental health, or outpatient behavioral health settings.
- Bilingual or multilingual proficiency.
- Training or experience in specialized treatment areas such as trauma, co-occurring disorders, family therapy, or substance use treatment.
- Familiarity with brief therapy models, collaborative care, and evidence-based short-term interventions.

Working Conditions:

- Work is performed in an outpatient clinical environment.
- Requires regular interaction with patients, families, clinical staff, and community partners.
- May involve exposure to individuals experiencing acute emotional distress or behavioral health crises.
- Requires adherence to organizational safety protocols and infection control standards.

Physical Requirements:

While performing the duties of this job, this position is frequently required to do the following:

- Ability to sit, stand, and engage in clinical activities for extended periods.
- Ability to use standard office and clinical equipment.
- Reasonable accommodation may be provided to enable individuals with disabilities to perform essential job functions.

Travel

Position will require you to travel to the other BACHC facilities as needed.

General Information: The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of personnel so classified. The incumbent must be able to work in a fast-paced environment with demonstrated ability to juggle and prioritize multiple, competing tasks and demands, and to seek assistance as appropriate.

Position Type and Expected Hours of Work:

This is a Full-Time position. Clinic operating hours are from 7:30 am to 6:30 pm Monday to Friday. Work schedule will be 40 hours weekly and may fall outside of the clinic hours.

BACHC is an EEO and an At Will Employer

Signatures

This job description has been approved by all levels of management:

Supervisor _____ Date_____

Chief of HR _____ Date_____

Chief Executive Officer _____ Date_____

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee_____ Date_____