

Job Description

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| Job Title: | allcove™ Clinical Lead |
| FLSA Classification: | <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non- Exempt |
| Department: | Programs Department |
| Compensation: | \$95,000 - \$125,000 Annually |
| Reports to: | Programs Director |

allcove™ Watsonville, opening Fall 2026, will be part of a statewide network of integrated, holistic mental health centers for young people ages 12-25. Based on a model developed by Stanford University's Center for Youth Mental Health and Wellbeing, allcove centers are built with, by, and for youth. The Community Health Trust of Pajaro Valley (CHT) is proudly serving as the lead agency in bringing this initiative to Watsonville.

Summary

The clinical leader is a key leadership position within the center team who provides oversight to the coordination and delivery of all allcove clinical services, which include mental health, substance use, physical health and family support services. They are primarily responsible for providing clinical leadership and direction to the multidisciplinary center team, ensuring that day-to-day clinical work is carried out to effectively meet the needs of young people.

The clinical leader contributes to the development of youth centered, accessible, evidence-based and innovative clinical services and promotes the delivery of prevention and early intervention services that are of the highest quality. They provide clinical support and guidance to mental health and substance use staff, ensure the effective partnership with the physical health service team, and ensure all clinical staff are provided with adequate supervision.

The clinical leader integrates clinical teams with peer support and supported education and employment service streams. With the integrated team, they review individual youth cases and actively manage drop in and brief clinical service provision, along with immediate acute interventions. The clinical leader ensures close collaboration within the larger community of providers and manages referrals that connect youth to needed care. This position manages the clinical team's schedules and demand for clinical services. Where required or during high demand, the clinical leader provides direct mental health or substance use services.

Position context

allcove™ creates integrated mental health centers for young people ages 12 to 25 to access support for mild to moderate needs with mental health, physical health, substance use, peer support, family support and supported education and employment.

allcove approaches youth wellness in a comprehensive and youth-friendly way, led by members of an active local Youth Advisory Group, whose contribution guides the design of the services and of the center environment. The centers are reflective of the unique youth culture of each geographic community being served and become youth's independent space for care.



Each center is powered by a coalition of service providers and community-based agencies joining together in an integrated approach to serve young people.

Each center proactively works in the community to decrease the stigma surrounding youth mental health, encourage early help-seeking, and increase the knowledge, understanding, and importance of youth mental health and wellbeing.

allcove Vision

Where every youth belongs, chooses the support they need and thrives

allcove Mission

Developing an innovative network of integrated youth mental health centers designed with, by and for youth that reduce stigma, embrace mental wellness, increase community connection, and provide access to culturally responsive services

Key responsibilities

Service Delivery

- Monitor and lead the ongoing delivery and improvement of a high standard of evidence- based care to clients, including appropriate clinical services across the mental health, substance use and physical health spectrums, with the potential for oversight of service delivery of peer support and supported education and employment, as needed
- Provide clinical leadership, consultation and expertise to allcove clinicians and staff, and partner service and contractors, in the delivery of specialist mental health, substance use, and physical health care. May provide supervision and leadership, as needed, for peer support and supported education and employment staff, as they provide services to young people and their families.
- Develop and review clinical governance documents and processes.
- Demonstrate and maintain personal competency in the performance of high quality clinical and technical skills through involvement in direct service delivery.
- Contribute to the vision, strategic planning, and relevant policy development for the allcove center.
- Actively participate as a member of the management team.
- Ensure the collection of all relevant data to measure deliverables, continuously improve and evaluate the delivery of services at the allcove center.
- Ensure clinical staff are appropriately oriented and provided with adequate supervision, training and professional development. This may also involve the clinical supervision of associates and all trainees, where applicable.
- Ensure clinical review meetings occur regularly and that documentation is completed appropriately.
- Manage clinical resources and rosters in a flexible and efficient manner to effectively manage client loads and to ensure timely and responsive service delivery.
- Identify opportunities to integrate and work collaboratively across teams.
- Liaise and work closely with Community Consortium members, youth advisors, and external providers, to ensure the effective functioning of the allcove center.

Quality and Safety

- Ensure compliance with relevant quality and safety professional and healthcare standards.
- Identify clinical risk issues and areas for improved clinical outcomes.

Relationships

- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Develop and maintain key internal relationships with lead agency staff, allcove center staff, contractors, Community Consortium members, and the Youth Advisory Group.
- Build and maintain effective relationships with key community members, such as school wellness centers, early psychosis programs, acute care providers, specialized service providers, involved in the provision of health, mental health and psychosocial services to young people.
- Model and demonstrate constructive working relationships and information exchange across the organization.

Job skills, knowledge and experience

- Significant skills and experience in screening and assessment, including conducting comprehensive mental health assessments, care planning and review, and mental health interventions.
- Five years of direct service or relevant experience with community health or behavioral health.
- Knowledge of adolescent development and the social and health needs of young people experiencing mental illness and other concurrent issues.
- Experience with facilitating group-based interventions.
- Ability to foster a cooperative team environment with the ability to work both independently and collaboratively as a productive team member.
- Knowledge of and experience with outcome measurement tools.
- Demonstrated experience in community youth mental health or related areas.
- Proven clinical leadership skills with expertise in youth-centered care, including integration of mental and physical health, when possible.
- Ability to work collaboratively within a multidisciplinary framework with a demonstrated commitment to excellence in clinical practice.
- Proven ability to implement changes and develop direction in clinical practice by the utilization of evidence-based research.
- Demonstrated skills in strategic and clinical service planning including an understanding of organizational behavior, change management and cultural change processes.
- Understanding of holistic, non-traditional and innovative approaches to supporting young people of marginalized and traditionally under-resourced backgrounds.
- Excellent organizational and time management skills, including the ability to prioritize competing priorities and deliver to agreed deadlines.
- Strong analytical thinking and problem-solving skills with ability to deliver innovative solutions.
- Highly developed verbal and written communication skills.
- An excellent track record in building and maintaining effective working relationships with a range of stakeholders.
- High level computer literacy and experience in clinical record systems and data management tools.
- Advanced computer skills including word processing, spreadsheets and database applications.

Personal attributes

- High levels of professionalism, confidentiality and discretion.
- Ability and commitment to continuous learning.
- Strong work ethic.
- Adaptability and flexibility to changing work environments and requirements.
- Reliable and results focused.

Recommended qualifications and requirements

- Experienced, licensed mental health therapist or counselor or certified alcohol or drug counselor with a minimum of a master's degree.
- Possession of masters', doctoral degree or MD (psychiatrist), licensed as a psychologist, clinical social worker, clinical professional counselor, psychiatrist, or marriage and family therapist who is qualified to oversee management of clinical services.
- Experience working in a community youth mental health or youth integrated care setting providing clinical care to young people on a team alongside clinical and non-clinical roles.
- Bilingual preferred, Spanish/English
- Ability to work flexible hours, including evenings and weekends.
- Valid driver's license and insurance.

Physical Demands and Use of Machines, Tools and Equipment

- Seldom (1–5%): reach above shoulders, use fax
- Occasionally (6-33%): bend, twist, push, pull, climb, squat, crawl, kneel; use copier and filing cabinet drawers & locks
- Frequently (34-66%): sit, reach with hands and arms; climb or balance; stand and walk; grasp with hands and fingers; use telephone
- Continuously (67-100%): use hands to finger, handle or feel objects, tools, or controls; see (including close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus), hear and speak; key (i.e., computer, calculator, telephone); and lift (up to 5 lbs); use writing instruments, computer

Work Environment

- Approximately 80% of the time performing job duties is spent indoors, within a standard office or clinic environment
- Approximately 50%-75% of the time is spent on the computer
- Approximately 30%-60% of the time is spent interacting with colleagues and members of the community
- Noise level in the work environment is usually moderate
- The temperature of the work environment is moderate, and ranges from 65 – 80 degrees

Travel Requirements

This job requires occasional local travel (up to 30%)