

Job Opportunity: Mental Health Professional (Lead Clinical Role)

Facility: MonteVera Pearl Residence (Enhanced Services Facility)

Location: Tacoma, Washington

Position Type: Full-Time, Part Time, On Call

Work Schedule: Monday–Friday, with rotating on-call availability

Compensation: Competitive salary (DOE) + Full benefits

Reports To: Administrator / Executive Director

Supervises: Psychiatric care aides, Psychiatric Practical Nurses, and therapeutic support staff in clinical aspects

About MonteVera Pearl Residence

MonteVera Pearl Residence is a 16-bed **Enhanced Services Facility (ESF)** located in Tacoma, WA. We specialize in serving adults with serious and persistent mental illness, neurocognitive conditions, and complex behavioral health needs transitioning from institutional settings to community-based living. Our work is grounded in **restorative nursing** and **community health nursing** models with the goal of reducing psychiatric hospitalizations, improving wellness, and empowering individuals in their recovery.

Position Summary

We are seeking a compassionate, licensed, and experienced **Mental Health Professional (MHP)** to serve as the **Lead Clinical Provider** for our residents. This leadership position is central to the coordination and delivery of clinical services, psychosocial support, behavioral planning, and regulatory compliance. The MHP ensures that services are trauma-informed, person-centered, recovery-focused, and aligned with Washington Administrative Code (WAC) 388-107.

Key Responsibilities**Clinical Leadership & Behavioral Oversight**

- Lead the development and implementation of **Individualized Service Plans (ISPs)**, **Behavioral Support Plans** and **Crisis Plans** in collaboration with the interdisciplinary team.
- Conduct initial behavioral health assessments and develop comprehensive clinical profiles for all residents.
- Oversee behavioral support plans and crisis response protocols, ensuring consistency with best practices and facility policies.
- Serve as the primary clinical contact for behavioral interventions and therapeutic care coordination.
- Monitor progress and revise clinical plans in response to resident needs, incidents, or changes in condition.

Resident Support & Therapeutic Engagement

- Provide direct clinical services including **individual counseling, psychoeducation, crisis intervention, and therapeutic groups** as appropriate.
- Support resident transitions, including admission assessments, re-entry planning, and discharge coordination.

- Advocate for residents in navigating systems of care, including mental health court, outpatient therapy, housing, and benefits.

Interdisciplinary Collaboration & Training

- Facilitate clinical rounds, team meetings, and case reviews with nursing, administrative, and support staff.
- Guide staff in understanding resident behaviors, de-escalation strategies, and trauma-informed care.
- Train and mentor Psychiatric Care Aides and nursing staff on behavioral support principles and resident-specific care strategies.

Documentation & Compliance

- Maintain accurate, timely documentation of assessments, progress notes, treatment plans, and incident reviews.
- Ensure compliance with **WAC 388-107**, mental health documentation standards, and privacy laws (HIPAA).
- Participate in audits, surveys, and quality assurance reviews.
- Respond to and document critical incidents, ensuring coordination with RN, Administrator, and external oversight bodies.

Minimum Qualifications

Required:

- Must meet **Washington State requirements for Mental Health Professional (MHP)**:
 - Master's degree in social work, **Counseling, Psychology, Marriage and Family Therapy**, or closely related field
 - AND at least **two (2) years** of full-time experience in a mental health setting
- Licensure or license-eligible in Washington State: **LMHC, LICSW, LMFT, or Associate-level** credential with supervision plan.
- Strong clinical knowledge of serious mental illness, behavioral health disorders, co-occurring conditions, and trauma-informed care.
- Familiarity with Washington State **WAC 388-107** (Enhanced Services Facilities).
- Ability to work in a structured, multidisciplinary environment with residents experiencing psychiatric instability.
- Excellent written and verbal communication skills.

Preferred:

- Experience in Enhanced Services Facilities, Evaluation & Treatment centers, or behavioral health residential care.
- Knowledge of restorative care, psychiatric rehabilitation, and psychosocial rehabilitation models.
- Experience leading or supervising direct care teams or case management staff.
- Proficiency with electronic health record systems and treatment planning software.

Benefits

- Competitive salary based on experience
- Medical, Dental, and Vision Insurance

- Paid Vacation, Sick Leave, and Holidays
- Clinical Supervision (if associate-licensed)
- Continuing education support and licensure assistance
- Supportive interdisciplinary team environment
- Mission-driven culture focused on recovery and empowerment

How to Apply

Qualified candidates are encouraged to submit a **resume and cover letter** to:

Email: careers@monteverapearl.com

Subject Line: MHP Lead Clinical Role – [Your Name]

Or apply in person at our Open House: (Check Our Website For Details)

MonteVera Pearl Residence

815 S Pearl St

Tacoma, WA 98465

MonteVera Pearl Residence is an Equal Opportunity Employer.

We welcome applicants from all backgrounds, lived experiences, and cultural identities.

We are committed to diversity, equity, and inclusion in mental health care.