



Mental Health Professional – Lead Clinical Role

Last Updated: January, 2026

Full-Time, Part-Time or On-Call

About MonteVera Pearl Residence

MonteVera Pearl Residence supports adults with complex behavioral health needs as they transition from psychiatric hospitals into community-based living. We provide a structured, 24/7 residential environment that prioritizes dignity, safety, and stabilization during a critical phase of recovery.

By combining restorative nursing, community health support, and a calm, home-like environment that emphasizes consistency, routine, and human connection, we create a safe place for residents to move toward greater independence while feeling respected, supported, and cared for as individuals.

The Importance of the Mental Health Professional

The Mental Health Professional is a foundational leadership position at MonteVera Pearl Residence. As one of the first clinical hires, you will play a defining role in shaping how care is delivered, how the team works together, and how MonteVera builds its reputation as a trusted, high-quality Enhanced Services Facility.

This role goes beyond providing excellent clinical care. You will help establish clinical standards, influence program design, and set the tone for trauma-informed, person-centered practices across the residence. Your clinical judgment, leadership, and approach to collaboration will directly shape resident outcomes, staff confidence, and the overall culture of care.

You will work closely with facility leadership to build strong systems from the ground up—treatment planning, behavioral supports, crisis response, documentation practices, and staff training—ensuring that MonteVera operates with both compassion and rigor from day one.

This role is ideal for a clinician who is energized by building something meaningful, values structure and consistency, and wants to leave a lasting impact on a program designed to support people during one of the most critical transitions in their recovery journey.

Your Day-to-Day

In this role, you'll balance hands-on clinical work with program-level leadership, helping to build strong clinical systems while supporting residents and staff in real time.

Clinical Leadership & Behavioral Oversight

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

Resident Care & Therapeutic Engagement

- Provide direct clinical services, including individual counseling, psychoeducation, crisis intervention, and therapeutic groups as appropriate
- Support resident transitions, including intake assessments, stabilization planning, and discharge coordination
- Advocate for residents as they navigate systems of care, including outpatient providers, housing resources, benefits, and court-related processes

Team Collaboration & Staff Development

- Facilitate clinical rounds, case reviews, and interdisciplinary team meetings
- Support and guide staff in understanding resident behaviors, trauma-informed care principles, and effective de-escalation strategies
- Train and mentor Psychiatric Care Aides, Psychiatric Practical Nurses, and support staff on behavioral support practices and resident-specific care approaches

Documentation, Compliance & Quality

- Maintain accurate, timely documentation, including assessments, treatment plans, progress notes, and incident reports
- Ensure clinical practices and documentation comply with WAC 388-107, licensing standards, and privacy laws (HIPAA)
- Participate in audits, surveys, and quality assurance activities
- Respond to and document critical incidents in coordination with nursing leadership, administration, and external oversight entities

Your Qualifications

Required:

- Must meet Washington State requirements for designation as a Mental Health Professional (MHP):
 - Master's degree in Social Work, Counseling, Psychology, Marriage and Family Therapy, or a closely related behavioral health field
 - Minimum of two (2) years of full-time experience in a mental health setting
- Licensed or license-eligible in Washington State (LMHC, LICSW, LMFT, or associate-level credential with an approved supervision plan)
- Strong clinical knowledge of serious mental illness, behavioral health disorders, co-occurring conditions, and trauma-informed care
- Ability to work effectively in a structured, multidisciplinary residential environment with residents experiencing psychiatric instability
- Demonstrated ability to manage confidential and sensitive information with professionalism and discretion
- Strong written, verbal, and interpersonal communication skills
- Reliable attendance and consistent on-site presence

Nice to have:

- Experience working in an Enhanced Services Facility (ESF), Evaluation & Treatment (E&T) center, or residential behavioral health setting
- Familiarity with Washington Administrative Code WAC 388-107
- Experience providing clinical leadership, supervision, or mentoring to direct-care or clinical staff
- Knowledge of restorative care, psychiatric rehabilitation, or psychosocial rehabilitation models
- Experience using electronic health record (EHR) systems and treatment planning software

Important Notes: Employment is contingent upon successful completion of a DSHS fingerprint-based background check and TB screening, both conducted after offer acceptance and prior to the start date, at no cost to the employee.

Shift assignments will be made based on operational needs and new hire availability; early hires may have greater flexibility in shift selection.

Compensation and Benefits

- Hourly rate range is \$40.00 - \$50.00 per hour, depending on demonstrated skills and experience
- Medical, dental and vision insurance options (available as benefits programs are finalized)
- Paid sick leave, vacation and holidays
- Ongoing training and development
- Supportive, mission-driven work environment

Equal Employment Opportunity & Inclusion

MonteVera Pearl Residence is proud to be an equal opportunity employer. We welcome team members of all backgrounds, identities, and lived experiences, and we are committed to building a workplace where everyone feels respected, supported, and able to contribute fully.

We do not discriminate based on race, color, religion, national origin, ancestry, age, disability, sex, gender identity or expression, sexual orientation, marital status, veteran status, or any other protected characteristic. We believe that diverse perspectives strengthen our team and enhance the care we provide.