



Job Description

Job Title: Behavioral Health Clinician
Department: Behavioral Health Program
Reports to: Behavioral Health Clinical Supervisor
FLSA Status: Exempt/Full-Time
Revision Date: 9/21/2026
Starting salary: DOE, starting \$83,200

GENERAL POSITION SUMMARY

The Behavioral Health Clinician provides specialized, trauma-informed, and evidence-based behavioral health services to children, youth, parents, caregivers, and families affected by trauma, abuse, neglect, and other behavioral health concerns. The clinician provides individual, family, and group therapy, clinical assessments, crisis intervention, and care coordination through a combination of in-person, telehealth, and, as needed, rural community-based services throughout Interior Alaska and the North Slope.

The Behavioral Health Clinician works collaboratively with RCPC staff, community partners, and multidisciplinary teams to improve access to behavioral health services for children and families in rural and underserved communities. The clinician will utilize evidence-based treatment modalities appropriate to the needs of children and families, participate in ongoing clinical supervision and professional development, and support RCPC's efforts to expand sustainable, accessible behavioral health services.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide clinical services, including intake assessments, diagnostic evaluations, mental status examinations, treatment planning, and crisis intervention.
- Provide developmentally appropriate, trauma-informed, and evidence-based therapeutic interventions to children, youth, parents, caregivers, and families.
- Provide individual, family, and group therapy utilizing evidence-based treatment modalities appropriate to the needs of the client, including Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Child-Parent Psychotherapy (CPP), Eye Movement Desensitization and Reprocessing (EMDR), and other approved clinical interventions within the clinician's scope of practice.
- Deliver behavioral health services through in-person, telehealth, and, as needed, rural community-based service delivery models to increase access for families in Interior Alaska and the North Slope.
- Support caregiver involvement in treatment and incorporate family-centered approaches that strengthen caregiver-child relationships and promote family well-being.



- Coordinate care with community providers, schools, tribal organizations, child welfare agencies, and other service systems, as appropriate and with necessary consent.
- Participate in Stevie's Place Child Advocacy Center's Multi-Disciplinary Team and other collaborative meetings, as assigned.
- Develop and maintain professional relationships with rural community partners to support behavioral health access and continuity of care.
- Participate in community outreach, behavioral health education, and professional presentations related to trauma, child maltreatment, family well-being, and other relevant topics.
- Maintain clinical records, treatment plans, progress notes, and other required documentation in accordance with applicable laws, ethical standards, insurance requirements, and RCPC policies and procedures.
- Complete documentation and billing-related requirements in a timely and accurate manner, including tracking billable services and maintaining accurate timekeeping records.
- Participate in regularly scheduled clinical supervision, case consultation, and required professional development activities.
- Maintain and pursue required clinical credentials, certifications, and training in evidence-based treatment modalities.
- Conduct their services within established clinical productivity, documentation, and quality-of-care standards.
- Support program data collection, outcome measurement, and reporting requirements related to behavioral health services and grant-funded initiatives.
- Participate in regularly scheduled individual and group clinical supervision under the direction of the Behavioral Health Manager to support ethical, competent, and effective clinical practice.
- Participate in case consultation and ongoing professional development to strengthen clinical skills and ensure the delivery of trauma-informed, culturally responsive, and evidence-based behavioral health services.
- Other duties as assigned.

KNOWLEDGE, ABILITIES AND SKILLS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Knowledge of trauma-informed, culturally responsive, and evidence-based behavioral health practices for children, youth, adults, and families.
- Demonstrated ability to provide developmentally appropriate behavioral health assessments and therapeutic interventions.
- Knowledge of child and family development, trauma, adverse childhood experiences, and the impact of child maltreatment on individuals and families.



- Ability to provide services through telehealth and other remote service delivery models.
- Ability to work effectively with individuals and families in rural and underserved communities, including a willingness to travel to rural communities as needed.
- Cultural humility and demonstrated ability to provide respectful, culturally responsive services to Alaska Native individuals, families, and communities.
- Knowledge of evidence-based trauma treatment modalities and a commitment to ongoing clinical training and professional development.
- Ability to collaborate effectively with multidisciplinary teams, tribal organizations, schools, health care providers, and other community partners.
- Knowledge of confidentiality requirements, including HIPAA and, when applicable, 42 CFR Part 2.
- Ability to maintain accurate clinical documentation and comply with applicable insurance, billing, and regulatory requirements.
- Strong organizational, time management, written, and verbal communication skills.
- Ability to work independently while maintaining effective communication and collaboration with the clinical team.
- Ability to respond effectively to crisis situations and changing client needs.
- Commitment to family-centered, strengths-based, and culturally responsive behavioral health services.

MINIMUM EDUCATION/EXPERIENCE

- Master's degree in social work, counseling, psychology, or a related behavioral health discipline from an accredited educational institution.
- Current clinical license in the State of Alaska or eligibility for licensure within a timeframe established by RCPC.
- At least two years of experience providing services to children, youth, adults, or families, preferably those affected by trauma, abuse, or neglect.
- Knowledge of child and family development, trauma-informed care, and family-centered behavioral health services.
- Knowledge of behavioral health service systems, child welfare, and community-based resources.
- Training in at least one evidence-based behavioral health treatment modality, or the ability to obtain appropriate training within a timeframe established by RCPC.
- Ability to provide services through telehealth and willingness to travel to rural communities, as needed.
- Knowledge of clinical documentation requirements, confidentiality regulations, and insurance billing practices.
- Proficiency with electronic health records, Microsoft Office, and other technology necessary to support clinical service delivery.

PREFERRED QUALIFICATIONS

- Experience providing behavioral health services in rural, remote, tribal, or underserved communities.



- Experience providing trauma-focused treatment to children and families.
- Training or experience in TF-CBT, CPP, EMDR, AF-CBT, or other evidence-based treatment modalities.
- Experience with telehealth and integrated or multidisciplinary care.
- Familiarity with Alaska's behavioral health and child welfare systems.

PHYSICAL DEMANDS

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Prolonged sitting or standing for long periods of time.
- Frequent walking.
- Frequent bending, stooping, reaching, pushing and pulling.
- Occasionally will lift up to 20 pounds.
- Normal vision range.
- Frequent rapid mental/hand/eye coordination and manual dexterity.
- Possession of a valid driver's license and the ability to operate an agency vehicle safely. Must be able to travel by vehicle or unpressurized aircraft to provide behavioral health services in rural communities.