



About Saint Mary's College

Founded in 1863, Saint Mary's College of California is a residential institution in the Moraga Valley, 20 miles east of San Francisco, rooted in the Catholic, Lasallian, and Liberal Arts traditions. Enrolling more than 3,000 undergraduate and graduate students, the College integrates liberal and professional education within a mission shaped by the De La Salle Christian Brothers. Known for academic excellence, innovation, and responsiveness, Saint Mary's fosters shared inquiry, meaningful student engagement, and a strong commitment to diversity, leadership, and service.

Why Join Saint Mary's College?

At Saint Mary's, your work has visible impact. As a close-knit residential college, employees work collaboratively across departments—your ideas, leadership, and contributions directly shape the student experience and the future direction of the institution. Colleagues partner across divisions, decisions are grounded in mission, and innovation is encouraged. If you are seeking a workplace where purpose, community, and professional growth intersect—and where your work truly matters—Saint Mary's offers that opportunity.

Job Title

Staff Clinician

Job Summary

Reporting to the Director of Counseling and Psychological Services (CAPS), the Staff Clinician provides comprehensive mental health services to Saint Mary's College students, including intake evaluations, individual, couples, and group therapy, crisis assessment and intervention, consultation, and referral services. The Staff Clinician exercises professional clinical judgment in assessing student needs, developing treatment plans, managing risk, and determining appropriate levels of care.

The Staff Clinician also develops and participates in campus outreach, psychoeducation, prevention, and consultation initiatives designed to promote student well-being, increase mental health awareness, and strengthen the College community's ability to respond to student mental health concerns. The position collaborates with faculty, staff, student leaders, campus partners, and community providers and contributes to the ongoing development and delivery of responsive, culturally informed mental health services.

Essential Responsibilities

Clinical Services

- Provide intake evaluations, individual therapy, couples therapy, group therapy, crisis intervention, and emergency consultation to students presenting with a broad range of

psychological, emotional, developmental, relational, academic, and behavioral health concerns.

- Conduct comprehensive clinical assessments, including evaluation of suicide risk, self-harm, harm to others, trauma, abuse, substance use, and other behavioral health concerns.
- Develop, implement, monitor, and revise individualized treatment plans consistent with students' clinical needs and professional standards.
- Provide crisis appointments and timely intervention for students experiencing urgent or acute mental health concerns.
- Determine appropriate disposition and level of care, including referral to community mental health providers, psychiatric services, hospitals, substance use treatment, or other specialized resources.
- Maintain accurate, timely, complete, and confidential clinical documentation in accordance with professional standards, applicable laws, departmental protocols, and College requirements.
- Consult with the Director, Associate Director, or other licensed clinical staff regarding complex cases, elevated-risk situations, ethical concerns, and clinical best practices.
- Participate in clinical case consultation, staff meetings, case conferences, and departmental quality improvement initiatives.
- Coordinate care with campus and community partners, as clinically appropriate and legally permissible, to support student well-being and continuity of care.
- Provide culturally responsive, identity-affirming, trauma-informed, and developmentally appropriate mental health services.

Outreach, Prevention & Consultation

- Develop and facilitate workshops, presentations, psychoeducational programs, and educational materials addressing student mental health, wellness, prevention, and related topics.
- Provide consultation to faculty, staff, administrators, student leaders, and campus partners regarding students in distress, referral options, crisis response, and appropriate support strategies.
- Participate in orientation programs, prevention initiatives, campus events, wellness programming, and other outreach activities.
- Build collaborative relationships with campus departments and community providers to strengthen awareness of CAPS services and coordinated responses to student mental health concerns.
- Contribute to the evaluation of outreach and prevention initiatives and recommend improvements based on student needs, participation, feedback, and emerging practices.

Professional Practice

- Maintain current knowledge of professional ethics, legal requirements, evidence-based clinical practices, and emerging trends in college mental health.

- Assist in the development, review, and implementation of departmental clinical policies, procedures, protocols, and educational resources.
- Participate in departmental planning, clinical consultation, quality improvement, and professional development activities.
- Complete continuing education and professional development necessary to maintain licensure and clinical competency.
- Attend required meetings, trainings, and departmental activities.

Other Duties as Assigned

Experience and Qualifications

Education: Master's or doctoral degree in Counseling Psychology, Clinical Psychology, Social Work, Marriage and Family Therapy, Professional Clinical Counseling, or a closely related behavioral health discipline from an accredited institution.

Experience: Minimum of three (3) years of progressively responsible experience providing mental health assessment, psychotherapy, crisis intervention, outreach, consultation, or related behavioral health services required. Experience providing mental health services in a college or university counseling center, higher education environment, or with emerging adult populations preferred.

Skills/Abilities:

- intervention, consultation, and referral services.
- Knowledge of counseling theories, diagnostic assessment, treatment planning, crisis intervention, and evidence-based therapeutic practices.
- Demonstrated ability to assess and respond appropriately to suicide risk, self-harm, trauma, abuse, substance use, and other behavioral health concerns.
- Strong clinical judgment, ethical decision-making, and problem-solving skills.
- Ability to develop and deliver outreach, prevention, consultation, and psychoeducational programming.
- Excellent written, verbal, interpersonal, and consultation skills.
- Ability to establish collaborative working relationships with students, faculty, staff, administrators, and community providers.
- Demonstrated ability to provide culturally responsive services and work effectively with individuals from diverse backgrounds, identities, experiences, and perspectives.
- Ability to maintain strict confidentiality and safeguard sensitive clinical information.
- Proficiency with electronic health record systems, Microsoft Office Suite, and related clinical technology.
- Ability to manage multiple clinical and administrative responsibilities while maintaining timely documentation and appropriate standards of care.
- Regular and reliable attendance is required.

Licenses & Certifications:

Current California licensure or eligibility for California licensure in one of the following disciplines required: Licensed Psychologist, Licensed Clinical Social Worker (LCSW), Licensed Marriage and Family Therapist (LMFT), or Licensed Professional Clinical Counselor (LPCC).

Application Review & Recruitment Timeline

This position is part of a continuous recruitment and will remain open until filled. The first review of applications will begin on **September 18, 2026**. To be considered in the initial review, please submit your application before this date.

Interviews are tentatively scheduled to take place during the week of **September 28, 2026**.

Additional application materials may be reviewed on an ongoing basis until the position is filled.