

Licensed Clinical Social Worker (Benton, Carrol, Henry, Weakley, or Decatur County)

About Rural Health Association of Tennessee:

RHA is a 501(c)3 non-profit with the mission to lead the way for a healthy Tennessee through partnerships, advocacy, education, and resources. We are a member-led, staff-driven organization committed to making Tennessee among the healthiest states in America.

Position Description:

The Licensed Clinical Social Worker (LCSW) is responsible for delivering high-quality mental and behavioral health services across the Rural Health Collective's network. This includes providing direct patient care through in-person and telehealth counseling, developing workflows and clinical processes for CHW and LCSW integration into primary care settings, and serving as a lead mentor and resource for Community Health Workers across RHA and partner clinics.

Position Responsibilities:

- Provide individual and group therapy for patients experiencing depression, anxiety, trauma, substance use, and other behavioral health concerns.
- Conduct comprehensive mental health assessments and develop treatment plans.
- Offer both on-site and telehealth services in coordination with Rural Health Clinics.
- Coordinate crisis intervention and referrals to higher-level care when needed.
- Maintain accurate documentation using the designated electronic health record.
- Collaborate with clinic partners and RHA staff to develop and refine clinical workflows that support the integration of behavioral health services.
- Create and update best practice guides, protocols, and tools for LCSW and CHW roles within primary care and community settings.
- Participate in mock surveys and quality improvement initiatives related to mental and behavioral health service delivery.
- Provide direct supervision and support to the CHWs involved in the HRP project.
- Support CHW onboarding, training, and apprenticeship progression.
- Review CHW case notes and assist with developing care coordination strategies.
- Serve as the lead behavioral health clinician for the Rural Health Collective.
- Participate in Rural Resource Center operations, including community events and patient outreach.
- Collaborate with evaluators to track metrics and outcomes related to funder requirements.
- Attend quarterly Collective meetings, provide narrative summaries of services delivered, and contribute to program evaluation reports.
- Other duties as assigned.

Travel Requirements – Up to 30% Time

- In-State travel is required for RHA's Annual Conference, RHC Events, and meetings with various stakeholders such as health councils and chamber meetings.
- Regular travel to practice sites engaged in HRP Grant.
- Occasional travel may be required for national conferences or training.

Qualifications:

- Bachelor's degree in healthcare administration, public health, social work, or a related field required; master's degree preferred.
- Minimum 3–5 years of experience in clinical operations, community health programs, or grant management.

Required Skills

- Master's degree in social work from an accredited program.
- Active Tennessee licensure as a Licensed Clinical Social Worker (LCSW).
- Minimum 3 years of clinical experience, preferably in rural or underserved communities.
- Demonstrated ability to supervise or mentor staff and support interdisciplinary teams.
- Excellent communication, documentation, and organizational skills.
- Willingness to travel within the service area.

Preferred Skills:

- Experience integrating behavioral health into primary care settings preferred.
- Strong understanding of value-based care principles and care coordination models.

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to lift 15 pounds at times.

Additional Information:

- Starting salary is \$70,000-\$75,000 depending on preferred skills and qualifications.
- Hybrid position – 3-4 days/week in office (RHA and/or Practice Sites)
- 37.5-hour work week, Monday – Friday, option to start/end day one hour early/late.
- 18 paid holidays, generous PTO based on tenure.
- 100% employee health insurance option, Teladoc subscription
- \$50/month home office stipend; one time \$500 home office stipend after successful completion of 90-day introductory period
- \$500 annual professional development stipend
- Positions and benefits are subject to change based on funding availability/requirements.

Application Instructions:

- Interested candidates may submit a via RHA's job board: <https://rhat.mcjobboard.net/jobs>
- All positions are subject to a minimum of a 90-day introductory period, at which time the employee performance will be reviewed. Option to extend the introductory period if the employee and/or the employer do not feel they've had sufficient time to determine if the employee and job are appropriately matched.

RHA is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, age, protected veteran status, disability status, or any other characteristic protected by law.