



Pediatric Health Care Associates

Boston Children's Primary Care Alliance

Behavioral Health Clinician

Status: Full-Time

Standard Hours per Week: 40

Job Category: Behavioral Health

Position Type: Regular

Pay Range: \$75,000 - \$95,000

Office/Site Location: Peabody (or assigned PHCA location)

Remote Eligibility: On-site

Job Posting Description

Pediatric Health Care Associates (PHCA) is an established pediatric practice that has provided comprehensive primary care services to children and adolescents across the North Shore of Boston for over 50 years. The philosophy of PHCA has always been to provide high-quality, comprehensive healthcare that supports the health, safety, and well-being of the patients and families it serves.

Partnering with families through compassionate, comprehensive, and convenient care is central to the PHCA approach. The practice offers a broad range of clinical services and appointment availability while maintaining a consistent commitment to family-centered care across its locations. PHCA is dedicated to delivering accessible, coordinated, and patient-focused services in a professional and collaborative environment.

PHCA values a diverse workforce that contributes to operational excellence, teamwork, and positive patient experiences.

Position Summary

The Behavioral Health Clinician provides behavioral health services to children, adolescents, and families within the pediatric primary care setting. The clinician is an integral member of the

primary care team and provides accessible, timely behavioral health assessment and short-term therapeutic intervention as part of PHCA's integrated approach to pediatric care.

The Behavioral Health Clinician conducts behavioral health intake assessments and provides short-term individual and family therapy for patients and families presenting with behavioral, emotional, developmental, and psychosocial concerns. The clinician works collaboratively with pediatric primary care providers to identify behavioral health needs, develop appropriate treatment goals, coordinate care, and determine when additional behavioral health services or community-based resources are indicated.

The role includes maintaining an active clinical caseload, completing timely and accurate documentation, coordinating referrals, and participating in weekly group supervision. The clinician is expected to provide evidence-informed, developmentally appropriate, and family-centered care while working within the scope of professional licensure and established PHCA clinical practices.

The Behavioral Health Clinician is responsible for recognizing behavioral health concerns that require additional assessment or intervention, including situations involving safety or risk. The clinician collaborates with primary care providers and other appropriate resources to facilitate timely evaluation, safety planning, escalation, and referral when clinically indicated.

Familiarity with short-term therapy models and Cognitive Behavioral Therapy (CBT) is preferred. The position is integrated with the Boston Children's Hospital Behavioral Health Program.

This is a full-time clinical position with established productivity expectations, competitive compensation, and a comprehensive benefits package.

Key Responsibilities

- Provides individual and family therapy to children, adolescents, and families within the pediatric primary care setting.
- Conducts behavioral health intake assessments and identifies presenting concerns, clinical needs, strengths, treatment goals, and appropriate recommendations.
- Provides short-term, goal-oriented individual therapy based on identified patient and family needs.
- Provides short-term family therapy to support children and caregivers in addressing behavioral, emotional, relational, and psychosocial concerns.
- Utilizes evidence-informed brief therapy approaches, with familiarity in Cognitive Behavioral Therapy (CBT) and other short-term therapy models preferred.
- Collaborates closely with pediatric primary care physicians and other members of the care team to support integrated behavioral and physical healthcare.

- Communicates relevant clinical findings, treatment recommendations, and follow-up needs to primary care providers while maintaining appropriate confidentiality and professional standards.
 - Develops treatment goals and interventions in collaboration with patients and families.
 - Identifies patients and families who may benefit from additional or specialized behavioral health services and facilitates appropriate community referrals.
 - Assists families in connecting with community behavioral health providers, social service agencies, and other appropriate resources.
 - Maintains an active clinical caseload consistent with established productivity expectations.
 - Completes timely, accurate, and clinically appropriate documentation of intake assessments, therapy sessions, patient and family contacts, referrals, treatment plans, and care coordination activities within the electronic medical record.
 - Completes documentation required by applicable insurance providers and maintains compliance with behavioral health billing and documentation requirements.
 - Maintains current CANS certification and completes CANS assessments as required based on clinical responsibilities and applicable payer requirements.
 - Participates in weekly group supervision and utilizes supervision to support clinical decision-making, professional development, and quality of care.
 - Participates in interdisciplinary collaboration, case consultation, and care coordination with primary care providers and other PHCA team members.
 - Supports continuity of care through appropriate documentation of clinical recommendations, referrals, follow-up plans, and relevant communications.
 - Conducts appropriate behavioral health risk assessments and responds to concerns involving patient safety, including development of safety plans and coordination of appropriate escalation, consultation, and referral when indicated.
 - Recognizes and responds appropriately to behavioral health concerns requiring additional assessment, consultation, intervention, or specialized services.
 - Practices within applicable professional standards, licensure requirements, PHCA policies, and behavioral health clinical guidelines.
 - Maintains current knowledge of evidence-based behavioral health practices, pediatric behavioral health needs, short-term therapy models, and available community resources.
 - Supports PHCA's integrated behavioral health model and collaboration with the Boston Children's Hospital Behavioral Health Program.
 - Promotes a compassionate, culturally responsive, trauma-informed, and family-centered approach to behavioral healthcare.
 - Performs other duties as assigned in support of patient care, clinical operations, and organizational objective
-

Minimum Qualifications

Education

- Master's degree in Counseling, Social Work, Psychology, or a related behavioral health discipline required.

Licensure

- Current Massachusetts Licensed Mental Health Counselor (LMHC) or Licensed Independent Clinical Social Worker (LICSW) license in good standing required.
- Current CANS certification required, or ability to obtain CANS certification within the required timeframe following hire.

Experience

- Experience providing individual and family therapy to children, adolescents, and/or families preferred.
- Experience providing behavioral health services in a pediatric, primary care, outpatient, or integrated healthcare setting preferred.
- Experience conducting behavioral health intake assessments and developing treatment recommendations.
- Familiarity with short-term, solution-focused, or other brief therapy models preferred.
- Familiarity with Cognitive Behavioral Therapy (CBT) and evidence-based behavioral health interventions preferred.
- Experience coordinating community behavioral health referrals and connecting families with appropriate resources preferred.
- Experience documenting clinical services within an electronic medical record required.
- Familiarity with insurance documentation and behavioral health billing requirements preferred.
- Prior credentialing with insurance panels is preferred but not required.
- Spanish-speaking ability is a plus.

Core Competencies

- Demonstrates strong clinical judgment and the ability to independently assess behavioral health needs and determine appropriate interventions and referrals.
- Provides compassionate, developmentally appropriate, and family-centered behavioral health services to children, adolescents, and caregivers.
- Demonstrates knowledge and effective application of short-term therapy approaches and evidence-informed behavioral health practices.

- Builds strong therapeutic relationships with patients and families while maintaining appropriate professional boundaries.
 - Effectively collaborates with pediatric primary care providers and interdisciplinary team members to support integrated care.
 - Communicates clearly, professionally, and compassionately with patients, families, providers, and community partners.
 - Effectively manages an active clinical caseload while maintaining high standards for clinical care, documentation, and follow-up.
 - Demonstrates strong organizational skills and attention to detail in clinical documentation, care coordination, referrals, and insurance requirements.
 - Recognizes and appropriately responds to behavioral health risk and safety concerns, including utilizing established escalation and referral pathways.
 - Demonstrates cultural responsiveness and sensitivity to the diverse needs, backgrounds, and circumstances of children and families.
 - Participates actively in clinical supervision, consultation, and ongoing professional development.
 - Demonstrates professionalism, adaptability, integrity, accountability, and a commitment to PHCA's mission and values.
-

Base pay offer is determined based on skills, experience, education, certifications, and a variety of other job-related factors. The posted pay range reflects the expected range for this role; actual offers may vary within that range based on individual qualifications and organizational needs. Base pay is one component of a comprehensive benefits package that includes flexible schedules and affordable health, vision, and dental insurance.

Start date is dependent on completion of the credentialing process through Boston Children's Hospital and is estimated to be approximately three months from the date of offer.

Equal Opportunity Employer

Pediatric Health Care Associates (PHCA) is an equal opportunity employer and considers all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other characteristic protected by applicable law.