



**PARTNERSHIP HEALTH CENTER, INC.
invites applications for the position of:**

Licensed Behavioral Health Clinician

SALARY:	\$31.50 - \$38.61 Hourly, DOE
OPENING DATE:	02/11/2026
CLOSING DATE:	Open Until Filled
BARGAINING UNIT:	Non-Union Personnel Plan
SCHEDULING/HOURS OF WORK:	Regular, Full-Time 40 Hours/Week

Priority Application Date: February 26, 2026 by 5:00 PM (Mountain Time)

Complete applications with required attachments received by the 'Priority Application Date' will be guaranteed consideration. The position will remain open until filled.

Without LCSW, LCPC, or LMFT license, a Provisionally-License Behavioral Health Clinician at a reduced rate of pay may be considered.

Located halfway between Yellowstone and Glacier National Parks and home to the University of Montana, Missoula is an academic center situated in an outdoor enthusiast's paradise. Depending on the season, you can hike, ski, fish, float rivers, ride mountain bikes, or just sit back and marvel at the surrounding scenery. Join us in scenic, sophisticated, and service-oriented Missoula!

Partnership Health Center (PHC), 2019 and 2022 winner of the Employer of Choice Award for Missoula, and 2022 winner of the Montana Employer of Choice Award, offers impeccable, integrated services to over 18,000 individuals and families. A 14-site, Federally Qualified Health Center in Missoula County, PHC fulfills its mission through the provision of a full range of primary care services - medical, dental, behavioral health, and an on-site pharmacy with a dedication to attending to the social determinants of health. Please visit our [website](#) to see the amazing benefits you will receive by joining our team such as medical (no cost for employee), dental, and vision insurance, loan forgiveness, retirement plan contributions, and generous paid sick and vacation time.

DEFINITION:

Performs work as a behavioral health clinician at Partnership Health Center (PHC). Assists in delivering consultation and behavioral health intervention to primary care providers and other care team members. Depending on coverage needs, work assignment will be in: the traditional model; an integrated model where providers are embedded in the medical clinic providing brief behavioral interventions within the behavioral health department; school-based; or the Mobile Support Team.

Employees hired as a Provisionally-Licensed Behavioral Health Clinician are expected to complete state requirements and become licensed within twenty-four months of date of hire. Employees will become eligible for advancement to Licensed Clinical Therapist only after becoming licensed.

REPRESENTATIVE EXAMPLES OF WORK:

Provides screening and assessments, develops and implements treatment plans and documents patient progress for behavioral health patients.

Provides behavioral health counseling, for individuals, couples, families, and groups as indicated by the treatment plan or as assigned.

Functions as a member of an interdisciplinary team in a patient-centered health home model, or as part of a mobile support team, depending on work assignment.

Advocates on behalf of integrated care at PHC and stays current in best practices of primary care behavioral health and related topics.

Completes timely peer review and related audit activities as assigned. Contributes to process improvement and program development.

Provides community education to other providers or community partners.

Participates in scheduled administrative staff meetings. Participates in clinical staff meetings.

Provides training for support and clinical personnel as required.

Maintains appropriate and timely clinical records.

OTHER DUTIES:

Performs related duties as required or directed

SUPERVISION RECEIVED: Works under the direction of the Director of Behavioral Health or designee.

SUPERVISION EXERCISED: None.

WORKING RELATIONSHIPS: Has numerous contacts with the PHC Medical and Dental Clinic Directors, clients and medical providers. May occasionally represent PHC at community meetings or educational forums. Contacts are for the purpose of planning and coordinating work and resolving problems.

REQUIRED KNOWLEDGE, SKILLS & ABILITIES:

KNOWLEDGE: Considerable knowledge of techniques in interviewing, screening, assessing and counseling clients with mental health disorders, trauma, and/or substance abuse. Considerable knowledge of the principles, theories and practices of clinical counseling. Considerable knowledge of the ethical and legal requirements of the profession. Working knowledge of quality management processes. Working knowledge of client confidentiality, and the ethical and legal requirements of the profession. Working knowledge of the principles and practices of HIPAA compliance. Working knowledge of the PHC Corporate Compliance Guidelines.

SKILLS: Skill in the use of a personal computer using electronic medical records, word processing and database software. Skill in the use of audio/visual equipment including slide and overhead projectors.

ABILITIES: Ability to compile reports and track data as it relates to performance indicators and health outcomes. Ability to assess clients and create appropriate treatment plans or referrals. Ability to provide effective counseling and case management in a clinical setting. Ability to coordinate care through effective consultation with PHC providers and community supports. Ability to establish and maintain effective working relationships with diverse individuals and groups. Ability to communicate effectively in the English language, both orally and in writing.

MINIMUM QUALIFICATIONS:

Without LCSW, LCPC, or LMFT license, a Provisionally-Licensed Behavioral Health Clinician at a reduced rate of pay may be considered.

EDUCATION: Master's degree in social work or counseling required. Active Montana State LCSW, LCPC, or LMFT license required.

EXPERIENCE: Two years of experience in a clinical or mental health setting is required.

SPECIAL REQUIREMENTS: Subject to passing a criminal background investigation that will require fingerprinting. Requires immunizations or proof of immunity to certain infectious diseases and a TB test. New employees will be asked to volunteer vaccination status for required vaccines upon hire and will be offered assistance

during hiring to receive necessary immunizations. Employees who have not received the vaccines required for their positions or who are unwilling to voluntarily provide vaccination status for required vaccines will receive a reasonable accommodation where such accommodation does not require an undue hardship or endanger the health or safety of any person. May require a valid drivers' license. (Mobile Support Team work assignment).

PHYSICAL/ENVIRONMENTAL DEMANDS:

Crisis intervention work may involve exposure to potentially dangerous situations. The employee may risk exposure to communicable diseases. Works primarily in an office setting. May work remotely from home or in the field responding to 911 behavioral health emergencies, depending on work assignment (Mobile Support Team). Requires some evening, weekend and holiday work, and may require over forty hours in a work week. May require driving or riding in a car to satellite sites, to distant meeting locations, or to see patients in the field as part of a Mobile Support Team. This position is not eligible for remote work. This job may include nights and weekends, or on-call hours.

Mobile Support Team work assignment involves exposure to a stressful environment; requires working both indoors in an office setting, and outdoors in all weather conditions; requires continuous sitting and standing; requires frequent walking on all types of surfaces including over uneven terrain; and requires occasional bending, stooping, twisting and reaching. Requires climbing stairs occasionally. Lifting, carrying and pushing/pulling of items weighing up to 50 lbs, and running are required on rare occasion.

TO APPLY:

- **Please email your interest in the position to PHCHR@phcmt.org.**
- **Please include with your completed application the following attachments: Cover Letter, Resume, Certification, Driver License, BLS Certificate. Please address your experience working with people in crisis, in your Cover Letter.**
- **Incomplete applications will be disqualified.**