

Position Title: Behavioral Health Specialist

Location: Hudson County

Department: Community Health Programs

Reports To: Director of Health Programs

Employment Type: Full-time

Position Summary: The Behavioral Health Specialist provides comprehensive clinical behavioral health services and case management to LGBTQ+ community members across Hudson Pride Center's Union City and Jersey City locations. This role supports adults experiencing a wide range of mental health needs, including anxiety, depression, trauma, stress, family conflict, stigma-related distress, and general wellness concerns. Services include individual counseling, group support, crisis intervention, and referrals to community-based resources.

In addition, the Specialist offers specialized support for transgender, nonbinary, and gender-expansive clients—including assessments and letters for gender-affirming care—while ensuring that all clients receive affirming, culturally competent, trauma-informed mental health services.

This position integrates clinical counseling, care coordination, advocacy, and psychoeducation to strengthen emotional well-being, resilience, and access to affirming care.

Applicants who are bilingual (English/Spanish required) are strongly encouraged to apply.

Key Responsibilities

Clinical Counseling & Mental Health Support

- Assess, diagnose, and treat a wide range of behavioral and mental health concerns for LGBTQ+ adults.
- Provide individual and group counseling/therapy sessions across both office locations.
- Develop individualized treatment plans that reflect client goals, needs, identities, and lived experiences.
- Offer short-term and ongoing counseling using evidence-based practices.
- Provide crisis intervention, safety planning, and support during behavioral health emergencies.

Gender-Affirming Care & Letters (Included but balanced)

- Conduct assessments and write letters of medical necessity for gender-affirming care.
- Support clients in navigating access to gender-affirming services, including readiness assessments, referrals, and coordination with medical providers.
- Ensure trans, nonbinary, and gender-expansive clients receive culturally competent, person-centered behavioral health care.

Case Management & Care Coordination

- Coordinate care with internal staff, external health providers, referring agencies, and social service partners.
- Support clients in accessing benefits, insurance navigation, housing resources, substance use

services, peer support, and additional mental health resources.

- Monitor client progress, adjust treatment plans, and ensure continuity of care.

Documentation & Reporting

- Maintain timely, accurate, and confidential documentation in accordance with clinical, ethical, and funder requirements.
- Track client outcomes and prepare monthly/quarterly reports as required by grant deliverables.

Group Facilitation

- Develop and lead group sessions, support groups, psychoeducational workshops, and community wellness activities.

Community Engagement & Advocacy

- Promote mental health awareness, LGBTQ+ cultural competency, and health equity in community spaces.
- Participate in outreach efforts to increase access to behavioral health services for LGBTQ+ adults.

Training & Development

- Stay updated on best practices in LGBTQ+ mental health, HIV care and prevention, trauma-informed care, and gender-affirming approaches.
- Participate in ongoing professional development and clinical supervision provided by Hudson Pride Center.

Qualifications:

- **Education/License:** Master's degree in Social Work or a related clinical field; LCSW required. Comparable clinical licensure may be considered. Clinical supervision will be provided by Hudson Pride Center. NASW membership preferred.
- **Language:** Bilingual (English/Spanish) required.
- **Experience:** Clinical experience in behavioral health, LGBTQ+ health, or HIV services strongly preferred.
- **Lived Experience:** Applicants with personal experience living with HIV and/or identify as LGBTQ+ are strongly encouraged to apply.
- **Skills:**
 - **Interpersonal & Communication**
 - Strong ability to build rapport with individuals from diverse backgrounds and provide effective support.
 - Excellent verbal and written communication skills for clear and compassionate client interactions.
 - Skilled in facilitating groups and activities focused on specific service populations.

- **Clinical & Case Management Skills**
 - Strong clinical assessment, counseling, and case management skills.
 - Experience facilitating individual, family, and group therapy sessions.
 - Ability to collaborate effectively with interdisciplinary teams.
 - Knowledge of treatment adherence counseling, trauma-informed care, harm reduction, motivational interviewing (MI), cognitive-behavioral therapy (CBT), dialectical behavior therapy (DBT), and other evidence-based therapeutic interventions.
 - Strong understanding of LGBTQ+ health issues, cultural competence, and wellness strategies. Familiarity with navigating gender-affirming care, HIV prevention, treatment, and community resources. Understanding of confidentiality and privacy regulations related to HIV status.
- **Capacity Management & Resilience**
 - Ability to manage workload effectively while handling diverse responsibilities.
 - Demonstrated capacity to minimize burnout and maintain well-being to perform job duties effectively.
 - Strong organizational skills for managing multiple tasks and priorities.
- **Attributes:** Compassionate, non-judgmental, and dedicated to providing equitable support. Ability to work independently and as part of a team, with strong organizational and problem-solving skills.

Working Conditions:

- In-person office environment
- Travel to community sites and events.
- Ability to lift up to 25 pounds and perform physical activities as needed.

Hours: This is a full-time/40 hour per week position. The work hours and days will vary based on HPC and clients' needs. General weekday, night and weekend availability is needed.

Location: This position will be based out of Hudson Pride Center's (HPC) Union City & Jersey City Office Locations

HOW TO APPLY: Please send your resume and cover letter to info@hudsonpride.org

Hudson Pride Center is an equal opportunity employer and an inclusive organization. People of color, women, and LGBTQ+ people are strongly encouraged to apply.