

# Compass Behavioral Health Clinician: Now Hiring



We are a growing Behavioral Health Clinic based in Tustin, CA that offers its employees a competitive salary and benefits as well as continuously building a culture of support, trust, and engagement among our team of talented and dedicated employees.

Please send inquiries to [HR@compassbehavioralhealth.com](mailto:HR@compassbehavioralhealth.com)

## Compass Behavioral Health, California

- California's First DBT-Linehan Board of Certification, Certified Program™
- Duke University Research Performance Site
- Columbia School of Social Work: Selected Practicum Training Site
- UCI School of Medicine Child & Adolescent Psychiatry Fellowship: Required DBT Didactic Block; DBT & Nutritional Psychiatry Fellowship Rotation

## The Role

Imagine starting your days with a sense of purpose and the knowledge that you can forever change the direction of a young person's life. Now imagine being empowered to do this important work at a premier training site thriving at the intersection of leading-edge research. Imagine being supported by a tight-knit team working to deliver the gold standard in treatment for teen depression and anxiety.

Unique to Compass, Clinicians can obtain clinical experience at 4 levels of care: outpatient, intensive outpatient, partial hospitalization, and residential treatment.

## The Mission

We are Compass Behavioral Health; we do one thing, and we do it with excellence. We treat depression and anxiety in teens. Guided by science. Driven by heart. And born of a simple belief: Every human being deserves to live a life with purpose, belonging, and a sense of mastery. Like the symbolic compass that is our namesake, we exist to help you "Find Your Why. Find Your How. Find Your Way." As our Program Clinician, you play an integral part in that mission.

## The Details

### Benefits:

- We offer health insurance (family medical, dental, and vision coverage) and cover 90% of the employee insurance premium and 90% of dependent premiums (Platinum and Gold PPO & HMO options).
- We also offer a retirement savings plan(401k) with employer matching 10%
- 3 weeks of PTO starting (builds to 5 weeks with tenure)
- As a non-profit, our clinical team members can qualify for the federal **Public Service Loan Forgiveness (PSLF) Program** which forgives the remaining balance on direct loans after 120 qualifying monthly payments while working full-time for a qualifying nonprofit or government organization.
- Our clinic highly values team playfulness, cohesiveness, and life balance!

### Qualifications

- An active clinical associate registration or license with the state of CA (Board of Psychology or Board of Behavioral Sciences)
- A passion for providing compassionate evidence-based care for teens struggling with depression and anxiety in a team-based approach
- Minimum of 2 years of behavioral healthcare experience

### Responsibilities:

- Maintain a clinical caseload of 18 to 24 clinical services a week, which is a combination of individual therapy, group therapy, skills coaching, and potentially family therapy. For qualified clinical supervisors that are hired in a supervisor position, clinical supervision is calculated into this weekly productivity.
- Attend weekly DBT consultation team, Risk Management, and Rounds for the residential program, Learning Community.
- Maintain timely documentation requirements

### Certificates, Licenses, Registrations:

First aid certified. Criminal fingerprint clearance for CCLD. Licensed to drive in California. Written declaration of no prior criminal convictions other than minor traffic violations. Current health screening and TB clearance. Associate Registration or License with a California professional board (Board of Behavioral Science or Board of Psychology).

### Professional Development Benefits at Compass

At Compass Behavioral Health, we are committed to fostering the professional growth of our clinicians through unparalleled training, mentorship, and certification support. Our structured development program ensures that you gain the expertise needed to excel in Dialectical Behavior Therapy (DBT) while advancing your career.

### What We Offer:

- 1. DBT-LBC Certified Program™ Experience & Training**
  - Work in a DBT-Linehan Board of Certification (DBT-LBC) Certified Program™, gaining hands-on experience in an evidence-based clinical setting.
- 2. Comprehensive DBT-LBC Certification Support**
  - All Compass clinicians are required to obtain DBT-LBC certification—and we provide full support throughout the process, including reimbursement for all certification fees.
- 3. Expert DBT Supervision & Adherence Feedback**
  - Learn from DBT-LBC Certified Team Leads and a DBT-LBC Coder who will review your session videos to ensure DBT adherence, offering valuable feedback for your professional development.
- 4. Expert Consultation for Complex Cases**
  - Gain insights and guidance from leading DBT experts to navigate challenging clinical cases.
- 5. Opportunities for Research & Clinical Studies**
  - Engage in research and clinical studies as a Study Clinician—review our publications, outcomes, and presentations [Compass Research | Compass Behavioral Health](#).
- 6. Teaching & Supervision Opportunities**

- Compass serves as a DBT Comprehensive Training Rotation site for UCI's Child & Adolescent Psychiatry second-year fellows.
- DBT-LBC Certified Clinicians at Compass can teach DBT didactics to medical trainees and oversee their clinical training.

#### 7. Earn CEUs While You Work

- As an approved CEU provider for LCSWs, LMFTs, LPCCs, and Psychologists, all Compass clinicians earn Continuing Education Units (CEUs) annually—while getting paid.
- Ongoing training in evidence-based treatments is a core value at Compass—check out our clinician bios on our website to see past training opportunities.

**Join Compass Behavioral Health and take your DBT expertise to the next level!**

#### Location

- Compass Behavioral Health is located in **Tustin, California**, in the heart of **beautiful Orange County**—just **20 minutes from the beach** and **an hour from the mountains and snow**, offering the perfect balance of coastal and outdoor living.
- Compass Outpatient Clinic is nestled in historic downtown Tustin, just a short walk from a variety of excellent restaurants. Our award-winning building, recognized for its stunning architecture and expansive open spaces, fosters a strong sense of community. Conveniently situated next to a park, offering unique opportunities for experiential DBT skills coaching and therapeutic recreational activities in a natural setting.
- **The Farmhouse**, our newly opened **residential treatment facility**, is just **five minutes from our outpatient clinic**, offering a serene and therapeutic environment designed to support whole-body wellness.
  - Nestled on a **half-acre compound**, The Farmhouse features:
    - A **chef's kitchen** and a **full outdoor kitchen** with a **wood-burning pizza oven**
    - Expansive **outdoor living areas** for relaxation and mindfulness
    - An **organic garden, greenhouse**, and over **30 fruit trees** throughout the grounds
  - Our **three-building facility** includes:
    - A **state-of-the-art fitness gym** with top-tier equipment
    - An **infrared sauna** for holistic wellness
    - Recreational amenities such as a **bobce ball court, sport court, swimming pool, and jacuzzi**

Designed to foster healing and growth, The Farmhouse provides an exceptional setting for both **teaching and practicing** comprehensive wellness.

#### Why You'll Never Want to Leave

As a Compass Program Clinician, you'll have the opportunity to make an impact in countless lives by teaching whole families how to manage their child's mood disorder together. You'll guide young adults in treatment in their journey from despair to hope. And you'll do it all among a supportive family of Compass colleagues who elevate one another, celebrate one another, and are even known to kick back together with some fun and games after work.

#### What Your Future Teammates Are Saying

<https://www.indeed.com/cmp/Compass-Behavioral-Health-2/reviews>

"A Place to grow your talents"

"My dream job"

“A Unicorn of an Employer”

“I feel like I have a family and a sense of purpose”

“Compass, a loving place.”

“A tight-knit family committed to doing life together”

*“Working at Compass has significantly increased my quality of life as I’ve been able to engage in value-based action. A core value of mine since my intensive training in 2014 was to one day be a LBC-DBT Certified Clinician and as promised, I was able to be certified in 12 months. I have never worked for an employer that cares so much about my values, quality of life, and who has invested in me as a Clinician and in my future (i.e. working with students, being able to train the community in providing DBT, providing accessible and affordable adherent DBT to the community). My strengths are valued and appreciated, and I’ve never once questioned that.” Marissa Colangelo, LCSW DBT-Linehan Board of Certification, Certified Clinician™*