



Lead Clinician

Reports To: allcove Clinical Director

Payroll Type: Exempt

Work Status: Full Time (1 FTE)

Regular Hours: 40 hours per week

Schedule: See description below

Location: allcove Half Moon Bay Center, 255 Main Street, Half Moon Bay, CA 94019

Benefits: Regular full-time employees receive sick time and paid time off accrual and usage, 11 paid holidays, and medical, vision, dental and life insurance.

Salary: \$100,00-\$120,000 depending on licensure and experience

Start Date: July 1, 2026

POSITION OVERVIEW

CoastPride is seeking a Lead Clinician to support the development and provision of service delivery for the allcove youth drop-in center in Half Moon Bay, a youth designed center that creates space for community and wellness for Coastsides youth ages 12-25. For more information about the allcove model, here is the link to the State's initiative:

<https://mhsoac.ca.gov/initiatives/allcove-youth-drop-in-centers/>

The Lead Clinician will provide direct mental health services to youth in collaboration with the Clinical Director upon center opening, which is launching in Summer 2026. This role plays an active part in the start up phase of center development and involves supporting the Clinical Director in creating youth-centered mental health services. This position may eventually involve supervising students or Associates as allcove Half Moon Bay grows.

RESPONSIBILITIES

- Co-develop and implement ongoing delivery of clinical services to youth across the mental health, substance use, and physical health spectrums in a drop-in space.

- Contribute to the maintenance of youth safety and accessibility within center operations, being an active presence in the community space of the center.
- Facilitate workshops and participate in social/community events.
- Provide crisis support, brief interventions and ongoing therapy to youth ages 12-25.
- Collaborate with a multidisciplinary team of mental health, education and employment, and peer support staff.
- Provide support for the clinical training of non-clinical staff. In the future, potentially provide support for the clinical training of clinical staff.
- Contribute to the vision, strategic planning, and relevant policy development for the allcove center, including collecting data, reporting, and monitoring of deliverables in collaboration with the Clinical Director.
- Liaise and work closely with community members, youth advisors, and providers to build out allcove Half Moon Bay's integration into the larger Half Moon Bay service landscape.
- Co-facilitate Youth Advisory Group (YAG) meetings.

MINIMUM REQUIREMENTS

- Master's Degree and five or more years of relevant experience (inclusive of education, professional, and/or lived experience), and licensure with the Board of Behavioral Sciences in the mental health field.
- Strong youth engagement skills.
- The flexibility to adapt and contribute to a new program being built from the ground up.
- Proven track record in building and maintaining effective working relationships with a range of stakeholders such as youth, nonprofits, schools, government agencies, and faith organizations.
- The ability to plan, implement, deliver, and evaluate community support programs.
- Strong written and verbal communication skills, and ability to be concise and persuasive.
- Medium/Advanced computer skills, including experience with Google Suite, Zoom, and an ability to learn new databases.
- Strong creativity, out of the box thinking, and overall analysis and problem solving skills.
- Ability to learn and uphold compliance with legal, financial, and CoastPride/allcove policies
- Must clear a federal background check (paid for by CoastPride).
- Must complete four hours of mandated reporter training in accordance with CoastPride Policies

HIGHLY PREFERRED SKILLS AND EXPERIENCE

- Bilingual in Spanish and English, bilingual candidates be compensated with a language differential
- Lived experience of mental health challenges and/or accessing mental health services
- Education and experience working with the LGBTQ+ community, bilingual and bicultural youth, and other young people who have been traditionally pushed away or experienced challenges accessing services

COMPENSATION AND BENEFITS

- This is a full time, exempt position
- Starting salary is \$100,000-\$120,000 full time depending on experience
- Benefits
 - Medical, dental, vision, life insurance
 - Paid Holidays
 - Work cell phone provided
 - Work laptop provided
 - Professional development time as approved by supervisor

LOCATION

The Lead Clinician will be expected to work in person 4-5 days per week from allcove Half Moon Bay, which is located at 255 Main Street, Half Moon Bay, CA, 94019. The center is launching tentatively in Summer 2026. This position is set to start July 1, 2026. The allcove center is wheelchair accessible and has an accessible, gender neutral bathroom.

HOURS

40 hours per week. As this is a drop-in center that is built around youth needs and their schedules, allcove Half Moon Bay typically ends services for youth at 7pm, with staff needing to stay at least 30 minutes after center closing. allcove Half Moon Bay will be open three days to start, with the potential for expanded hours. allcove staff will start later on in the day to accommodate later services.

This position will start July 1, 2026

OTHER DUTIES

Please note this job description is not designed to serve as a comprehensive listing of activities, duties, or responsibilities required of the employee in this position. Duties, responsibilities, and activities may change at any time, with or without notice.

To apply, please send your cover letter and resume to work@coastpride.org.

This position is open until filled. Applications will be reviewed as received.

CoastPride is an equal opportunity employer. Applications are strongly encouraged from women, people of color, immigrants, young people, lesbian, gay, bisexual, queer, transgender, genderqueer people, people living with HIV/AIDS, people with disabilities, and bilingual and bicultural people.