

CAREER OPPORTUNITIES

MENTAL HEALTH CLINICIAN & MENTAL HEALTH SPECIALIST

Culver CITY, CA

Mental Health Clinician
Salary DOE/DOQ:

\$130,582 - \$159,389

Mental Health Specialist
Salary DOE/DOQ:

\$106,982 - \$130,582

**TWO
POSITIONS
OPEN!**

The [City of Culver City, CA \(City\)](#) is seeking **two (2)** compassionate, trauma-informed and service-oriented professionals to join its growing Mobile Crisis Team (MCT) and fill two (2) positions: **Mental Health Clinician and Mental Health Specialist**. These positions offer a unique opportunity to make a direct impact in the lives of individuals experiencing mental health crises, substance use challenges, homelessness, and housing instability through community-based outreach, crisis intervention, and supportive services. MCT members provide boots-on-the-ground support throughout the community while helping connect individuals to critical resources, housing opportunities, and pathways to stability. Due to the success of the MCT and increasing demand for services, Culver City is expanding the MCT and transitioning to a seven-day-a-week service model.

If you are passionate about serving vulnerable populations, thrive in a collaborative and fast-paced environment, and are committed to trauma-informed, person-centered care, apply today!



A CONNECTED, CREATIVE & EVOLVING COMMUNITY

The City is a dynamic urban community in the heart of Los Angeles County, home to approximately 40K residents who enjoy a unique blend of small-town charm and big-city amenities. Walkable neighborhoods, historic architecture, and a vibrant downtown make it a sought-after place to live, work, and visit.

The City's lively center features popular destinations like Culver Steps, Ivy Station, and the historic Culver Hotel, offering dining, shopping, and gathering spaces. As the "Heart of Screenland," the City hosts major employers such as Sony Pictures Studios, Apple Studios, Tik Tok, Pinterest, and Amazon Studios, supporting a thriving creative economy and small business scene. Residents enjoy abundant parks, bike paths, and the Culver City Arts District, showcasing public art, galleries, and cultural events. With excellent transit connections via the Metro E Line and major freeways, the City offers easy access to the region while maintaining its own distinctive identity.

Guided by its **2045 General Plan**, the City is preparing for sustainable growth that anticipates welcoming up to 10K to 15K new residents over the next decade, with expanded housing options and modern infrastructure. The City currently has approved or is in the process of reviewing over **4.4K new residential units**, including over 600 affordable units that will need to be reviewed for affordability compliance by the Housing & Human Services Department. The City looks to remain a welcoming, inclusive, and livable community for generations to come.



COUNCIL - MANAGER FORM OF GOVERNMENT

Culver City operates under a Council-Manager form of government. Its **five-member elected City Council** provides policy direction, sets priorities, approves the budget, and appoints the City Manager, City Attorney, Police Chief, and Fire Chief.

The City Manager serves as the City's Chief Executive Officer, overseeing day-to-day operations and leading approximately 800 dedicated employees across **12 departments** with an Fiscal Year 25/26 (FY25/26) annual budget of approximately \$370 million. This talented and committed workforce delivers a wide range of high-quality services that support the City's vision of an inclusive, sustainable, and thriving community.

Departments reporting to the City Manager include: Finance, Human Resources, Information Technology, Housing and Human Services, Planning and Development, Parks, Recreation and Community Services, Transportation, and Public Works. The City Manager's Office is responsible for leadership and coordination across departments to ensure the effective delivery of programs and services, foster collaboration, and maintain transparent and responsive communication with the City Council and the public.

CLICK BELOW
TO LEARN MORE:

 [Fiscal Year 25/26 Budget](#)

 [Citywide Master Plans](#)

 [City Organizational Chart](#)



THE DEPARTMENT

The Housing & Human Services Department (Department) is comprised of approximately 26 staff and is supported by a FY25/26 General Fund Expenditure of approximately \$20.5M. The Department delivers a broad range of housing, homelessness, human services, and regulatory programs that directly support community stability, public safety, and quality of life. The Department and its Divisions work diligently to advance the Department's FY25/26 Strategic Goals, to: Improve Housing and Homeless Services, Increase Community Engagement, Promote Equity and Inclusion, Provide High Quality Public Services, Advance Environmental Sustainability and Climate Action, and Promote Public Safety.

The Department consists of three divisions:

1. Human Services & Crisis Intervention (Mobile Crisis Team)
2. Housing Services/Rent Stabilization & Tenant Protections
3. Code Enforcement Services



THE MOBILE CRISIS TEAM

The Human Services & Crisis Intervention Division, commonly known as the **Mobile Crisis Team (MCT)**, is a growing Division now comprised of seven (7) dedicated staff members, plus Teddie (the Team's wellness and therapy dog), and is supported by an annual FY25-26 budget of approximately \$2.4 million. The MCT's mission is to engage the community while addressing homelessness, mental health, and substance use challenges through outreach, crisis intervention, housing navigation, supportive services, and non-enforcement responses to individuals experiencing behavioral health crises. The MCT also plays a critical role in supporting the City's homelessness response efforts, including coordination of interim and permanent supportive housing opportunities through initiatives such as Project Homekey.

Launched in March 2024, the MCT provides community-based behavioral health and crisis intervention services to both housed and unhoused residents. This is boots-on-the-ground work that takes place throughout the community, with MCT members regularly conducting outreach, responding to calls for service, visiting housing sites, meeting with community partners/ agencies, and transporting clients using the MCT van. Due to the MCT's success, Culver City is expanding the MCT and transitioning to a seven-day-a-week service model to further support the community's behavioral health, homelessness response, and crisis intervention needs.

CLICK BELOW
TO LEARN MORE:

 [Organizational Chart](#)

 [Public Safety Review](#)

 [Homeless Dashboard](#)

 [2018 Homeless Plan*](#)

*2026 version currently in development



THE TWO POSITIONS

The **Mental Health Clinician** and **Mental Health Specialist** work closely together as part of Culver City's Mobile Crisis Team (MCT). Working alongside a Case Manager and the team's wellness and therapy dog, Teddie, these positions operate in three-person teams during 12-hour shifts, providing community-based support to individuals experiencing mental health crises, substance use challenges, homelessness, and housing instability.

MENTAL HEALTH CLINICIAN

Reporting directly to the Mobile Crisis Team Division Manager, the Mental Health Clinician serves as the lead clinical professional on the MCT and is responsible for conducting mental health assessments, providing crisis intervention, coordinating care, and connecting individuals with appropriate services and resources. Working in both office and field settings, the Mental Health Clinician utilizes trauma-informed care, de-escalation techniques, and harm reduction principles to support individuals experiencing behavioral health crises. In addition to providing mentorship and guidance to team members, the Mental Health Clinician is responsible for maintaining accurate clinical documentation (ImageTrend Software), ensuring quality case records, and supporting the Team's data collection and reporting efforts.

MENTAL HEALTH SPECIALIST

Reporting directly to the Mental Health Clinician, the Mental Health Specialist plays a highly visible, community-facing role focused on outreach, engagement, advocacy, and supportive services. Working alongside the Mental Health Clinician and other MCT team members, the Mental Health Specialist helps individuals navigate housing, behavioral health, and social service systems while building trust with clients and community partners. This position regularly responds to calls for service, conducts field outreach, utilizes de-escalation and conflict-resolution techniques, supports harm reduction efforts, and helps connect individuals to the resources needed to improve stability and well-being. Like the Mental Health Clinician, the Mental Health Specialist will also be responsible for maintaining accurate clinical documentation (ImageTrend Software), ensuring quality case records, and supporting the Team's data collection and reporting efforts.

UPCOMING KEY PROJECTS, CHALLENGES & OPPORTUNITIES

- **Homeless Plan Update:** Assist with the completion of a new, data-driven five-year Homelessness Plan, incorporating stakeholder engagement, outcome evaluation, and implementation strategies.
- **LA County Homeless Count:** Lead Culver City's internally staffed Homeless Count for the LA County-wide effort, ensuring accurate data collection to inform policy, funding, and service delivery.
- **Preparing for the City's 2027 Mental Health & Wellness Fair:** Provide an annual opportunity for community members to pause from the demands of the workday and workweek to focus on overall wellbeing. Dozens of providers offer interactive booths, hands-on activities, and information about services that support mental, emotional, and physical health.



IDEAL CANDIDATES

The ideal candidates are compassionate, resilient, and service-oriented professionals who are passionate about helping individuals experiencing homelessness, mental health challenges, substance use disorders, and housing instability. They bring experience providing street-based outreach services and are comfortable engaging with individuals in a variety of environments, including encampments, interim housing sites, and other community settings.

Successful candidates will thrive in a fast-paced, highly collaborative environment where no two days are alike. They possess strong interpersonal skills and the ability to quickly build trust with individuals from diverse backgrounds, often during challenging and emotionally charged situations. Experience utilizing trauma-informed care, harm reduction principles, de-escalation techniques, and conflict-resolution skills is essential.

The ideal candidates are adaptable, resourceful, and possess strong situational awareness. They are effective communicators who can work collaboratively with fellow team members, public safety personnel, housing providers, healthcare professionals, social service organizations, and community stakeholders to connect individuals with services, resources, and pathways to stability.

The **Mental Health Clinician** will bring strong clinical assessment, documentation, and mentorship skills, while the **Mental Health Specialist** will bring strengths in outreach, engagement, advocacy, and resource navigation.

TYPICAL WORK SCHEDULE

New team members will initially work a traditional Monday through Friday schedule during onboarding and training (est. 2 months). Staff will then transition to the MCT's expanded seven-day-a-week service model, working 12-hour shifts (9:00 a.m. to 9:00 p.m.) as part of a three-person team. Overtime pay available.

The schedule is designed around alternating three-day and four-day workweeks, including regular weekend assignments, while providing staff with a consistent and predictable shift rotation that supports the MCT's expanded community service hours.



MINIMUM QUALIFICATIONS

Any combination equivalent to training and experience that could likely provide the required knowledge, skills, and abilities would be qualifying.

MENTAL HEALTH CLINICIAN

- Master's or Doctorate degree from an accredited college or university in social work, counseling, psychology, or a closely related field;
- Three (3) years of experience in an out-patient clinic, hospital, child guidance clinic, mental health program or family agency which included regular psychiatric consultation; AND
- **LICENSE & PRE-LICENSE OPTIONS:**
 - Licensure Option: Possession of a License as a Clinical Social Worker, Marriage and Family Therapist, or Psychologist, as provided by California state law; OR
 - Pre-Licensure Option: Possession of a Master's or Doctorate degree from an accredited college or university in psychology, social work, marriage and family therapy, counseling, or other related behavioral health. Pre-licensed applicants are also required to be eligible to be registered with their respective California State Boards (BBS, BOP) and so be able to accumulate supervised clinical hours that count towards licensure.

MENTAL HEALTH SPECIALIST

- Bachelor's degree from an accredited college or university in social work, counseling, psychology, or closely related field; AND
- Three (3) years of experience providing mental health or related services which included interviewing and referring clients and performing crisis intervention.

BOTH POSITIONS

Possession of a valid California Class C driver's license.

**The City of Culver City values diverse life experiences and is committed to fair and equitable hiring practices. Consistent with California's Fair Chance Act (AB 1008), any criminal history information will be reviewed and considered on a case-by-case basis during the background and reference check process.*



SALARY & BENEFITS

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PLUS A GENEROUS BENEFITS PACKAGE THAT INCLUDES:

- **Retirement:** CA Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2%@60 for "Classic" members and 2% @62 for new members as defined by PEPR. Subject to employee contribution. Both the City and the employee contribute toward CalPERS retirement contributions. The City also participates in Social Security.
- **Medical, Dental, & Vision Insurance:** Choice of CalPERS medical plans for employees and eligible dependents. HMO & PPO are available. City provides up to \$2,131 per month towards health benefits for the 2026 plan year.
- **Education Incentive:**
 - **Mental Health Clinician:** \$4,800 per fiscal year for master's degree or higher from an accredited organization. \$2,400 per fiscal year for bachelor's degree from accredited organization.
 - **Mental Health Specialist:** \$40 per pay period for a bachelor's degree and \$60 per pay period for a master's degree from an accredited organization.
- **Deferred Compensation:**
 - **Mental Health Clinician:** The City contributes \$160 per pay period for mandatory employee contribution of \$76.25 in the 401(a) plan. A Voluntary 457 retirement savings plan is also available.
 - **Mental Health Specialist:** The City contributes \$60 per pay period for mandatory employee contribution of \$12 minimum or more in the Voluntary 457 plan.
- **Phone Allowance:**
 - **Mental Health Clinician:** \$60 per pay period.
 - **Mental Health Specialist:** Subject to Department discretion and approval.
- **Vacation:** 80 hours annually for first four years, increasing with additional years of service.
- **Floating Holiday Leave:** 57 hours of paid Floating Holiday Leave each fiscal year.
- **Sick Leave:** Four (4.0) hours accrual per pay period up to 104.0 hours annually.
- **Administrative Leave (Mental Health Clinician Only):** 96 hours per year.
- **Holidays:** 8 designated holidays per year.
- **Retirement Health Savings Plan:** Up to \$2,600 annually based on employee/employer match. The RHS plan can be used for reimbursement of eligible retiree health expenses in accordance with IRS.
- **Other:** Voluntary Benefits Options (i.e., legal services, identity theft, critical illness, accident, hospital), EAP and Life Balance discount program, Optional Flexible Spending and Dependent Care Account (FSA/DCA).
- **Life/AD&D Insurance:** \$50,000 coverage.
- **Physical Well-Being Allowance (Mental Health Clinician Only):** \$750 each fiscal year.

HOW TO APPLY:

For first consideration, apply by submitting a resume and cover letter by July 6, 2026, at:

 www.tristargovsolutions.com/careers

SAVE THE DATES: Interviews have been firmly scheduled to take place **virtually on July 30th and July 31st** with a **final round of in-person interviews taking place on August 14th**. Candidates must be available all-day for all three interview dates.

QUESTIONS? Please contact your Recruiter, Sam Sackman, with any questions:

- Email: sam@tristargovsolutions.com
- Website: www.tristargovsolutions.com
- Phone: 408-605-0790