

BORDER REGION BEHAVIORAL HEALTH CENTER



March 6, 2026



JOB VACANCIES

1500 PAPPAS ST.\P.O.BOX 1835 LAREDO, TEXAS 78041
TEL: (956) 794-3000\FAX: (956) 794-3120

APPLICATIONS ARE TAKEN AT THE HUMAN RESOURCE OFFICE MONDAY THROUGH FRIDAY BETWEEN THE HOURS OF 8:30AM - 12:00PM & 1:00PM - 4:30PM

Border Region BHC has a commitment to the principle of diversity. We welcome applications from all individuals. Women, minorities, and individuals with disabilities are encouraged to apply. Employment opportunities shall be available to a qualified individual with a disability who requires reasonable accommodation. Requests for reasonable accommodation should be communicated by the applicant-employee. **All applicants upon remitting the application must provide proof of a driver's license, social security card, Selective Service Card and educational achievements-transcripts.** An application for Employment must be completed to be considered for a posted position. **Résumés are not accepted in lieu of applications.** All applicants meeting minimum requirements will receive consideration; however, not all applications may receive interviews. Border Region is a drug free workplace. Before employment, all successful applicants will be required to take and pass a drug test, which detects the presence of several types of drugs. Convictions related to any sexual offenses, drug related offenses, murder, theft, assault, battery, or any other crime involving personal injury or threat to another person may make you ineligible for employment in positions in direct contact with individuals served by the Border Region.

Falsification of the application for employment is grounds for dismissal, if employed. Conviction clearance must be received prior to direct contact employees reporting to the workstation. All new employees must satisfactorily complete New Employee Orientation training prior to reporting to the workstation. Border Region Behavioral Health Center is an Equal Employment Opportunity-Affirmative Action Employer.

PERMANENT POSITIONS

Are not always available

STAFF PSYCHIATRIST SALARY: DOE

For any position that may be available
(CAPS, OPC, IDD, ACT-ABHU/ WEBB, ZAPATA, STARR & JIM HOGG CO.)

MINIMUM QUALIFICATIONS

Graduated from an approved medical degree program and completion of approved one-year internship. Must be licensed to practice in the State of Texas and maintain good standing with the Texas Medical Board. Must have completed a three to four year residency program approved for the specialty practice of Psychiatry and one to two years subspecialty training in Child & Adolescent Psychiatry.

BOARD CERTIFIED PSYCHIATRIC NURSE PRACTITIONER SALARY: DOE

For any position that may be available
(CAPS, OPC, IDD, ACT-ABHU/ WEBB, ZAPATA, STARR & JIM HOGG CO.)

MINIMUM QUALIFICATIONS

Graduate of an accredited nursing school with a Texas license as a Nurse Practitioner and have a valid DEA and DPS number. Must have Medicaid/Medicare provider numbers. Must have training and experience in the use, application of medication used in the field of psychiatry. Must have a Valid TX Driver's license.

REGISTERED NURSE

SALARY: \$69,949.00 – \$81,096.00/YR. (DOE)

For any position that may be available
(CAPS, OPC, IDD, ACT-ABHU/ WEBB, ZAPATA, STARR & JIM HOGG CO.)

MINIMUM QUALIFICATIONS

Have a Licensed through the Texas State of Nurse Examiners (TSBNE) as a Registered Nurse (RN).

LVN

SALARY: \$44,928.00- \$59,736.00/YR. (DOE)

For any position that may be available
(CAPS, OPC, IDD, ACT-ABHU/ WEBB, ZAPATA, STARR & JIM HOGG CO.)

MINIMUM QUALIFICATIONS

Licensed to practice as a licensed vocational nurse in the State of Texas.

PATIENT CARE TECHNICIAN-TT I SALARY: \$14.05/HR.

For any position that may be available
(H.C.S./AHP or any other department/ WEBB, ZAPATA, STARR & JIM HOGG CO.)

MINIMUM QUALIFICATIONS

Have a High school or GED.

SOCIAL SERVICES WORKER
SALARY: \$1,435.84/bi-weekly

For any position that may be available
(CAPS, ABHU, IDD, Service Access, ACT,
WEBB, STARR & JIM HOGG, ZAPATA CO.)

MINIMUM QUALIFICATIONS

Bachelor's degree from an accredited university with a major in social work, psychology, sociology, Counseling, Educational Psychology, Rehabilitation, Special Education, Early Childhood Education/Intervention, Gerontology, Nursing, Medicine, Human Growth & Development, and Physician Assistant.

PROGRAM SPECIALIST (LPHA-LPC)
SALARY: \$62,664.00- \$81,072.00/YR. (DOE)

For any position that may be available
(CAPS, ABHU, IDD, Service Access, ACT/WEBB, STARR & JIM HOGG, ZAPATA CO.)

MINIMUM QUALIFICATIONS

- Master's Degree from an accredited university with a major in Behavioral Science, plus one year of work experience.
- Licensed Practitioner of the Healing Arts (Licensed Professional Counselor, LMSW-ACP, LCSW, LMFT); member of the NHSC.

OPEN POSITIONS

Jim Hogg/Zapata

Social Service Worker

Salary: \$1,481.08/biweekly

Opened: 9/29/2025

Posting #09-025

Worksite: Hebronville/Zapata

Closing Date: UNTIL FILLED

Position #541 (Full time)

DUTIES AND RESPONSIBILITIES

Performs social services as part of the Mobile Crisis Outreach Team (MCOT) in both Children, Adolescent and Parent Services (CAPS) and Adult Behavioral Health Unit (ABHU). Responsible for crisis screening, assessments, crisis intervention, crisis follow-up and relapse prevention in the community, at the agency, and/or wherever applicable. Responsible for handling a workable caseload, which includes coordinating and linking to meet treatment goals. Completes all relevant assessment documents, to include the Adult Needs and Strengths Assessment (ANSA), Child and Adolescent Needs and Strengths (CANS) and submits the information in a timely manner. Performs follow-up activities for enrolled and non-enrolled consumers. Performs crisis/follow-up duties on a rotating schedule as well as on an on-call basis.

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Knowledge of the principles, methods, techniques and practices of mental health assessments and intervention; of the function of social service or treatment facility; of community resources; of mental illness and emotional components of physical illness; and of the functioning of mental health inpatient facilities
- Experience in the field of mental health
- Crisis intervention experience/knowledge
- Knowledge of interviewing techniques; and or casework documentation requirements
- Knowledge of local, State and Federal laws and regulations relevant to Community Mental Health and to specific program area of assignment
- Knowledge of community resources; case management principles, objectives, standards, and methods
- Knowledge of the principles and practices of general office procedures
- Knowledge, skills and abilities to devise immediate solutions and be proactive in dealing with administrative and support functions and issues
- Ability to gather and analyze data; to prepare concise reports; and to communicate effectively
- Ability to interpret and apply policies and procedures, rules and regulations and laws
- Ability to read, write and compose concise reports, policies and procedures and other written documents used to guide services delivery and meet the needs and mission of the Center and Division
- Ability to exercise good judgement and discretion in all aspects of work
- Ability to provide guidance to other staff and to assist with management activities
- Ability to develop plans of treatment and work independently as well as part of a team member
- Ability to assess client needs and coordinate client services

- Ability to communicate effectively in English and Spanish
- Ability to work flexible hours including evenings, and weekends

Administration

Administrative Assistant

Salary: \$15.40 - \$16.88/hr.

Opened: 8/26/2024

Posting #08-0824

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #111 (Full time)

DUTIES AND RESPONSIBILITIES

Administrative Tech IV performs advanced professional assistance work for the Executive Director. Work involves coordinating the work of and may supervise other clerical workers. Coordinates with high-level administration operations of the agency or division. Works under limited supervision with considerable latitude for the use of initiative and independent judgment. Assists with administrative duties of the Community Relations Department and Board of Trustees. Responsible for the timekeeping duties of the Administration Department. Takes notes at Management Team meetings. Assists in coordinating events for the Center.

MINIMUM QUALIFICATIONS

- Any combination of education and experience equivalent to a Bachelor's degree from an accredited college or university with a major in business administration, public administration, or a related field
- Three (3) years of administrative experience
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Computer and software skills
- Multitasking skills
- Verbal and written communication skills and collaboration
- Interpersonal skills
- Organization skills
- Decision-making skills
- Ability to organize and schedule meetings and appointments
- Ability to book travel arrangements
- Knowledge of office management systems and procedures
- Excellent time management skills and ability to multi-tasking and prioritize work
- Excellent customer service skills
- Knowledge of accepted business practices and procedures involved in providing services and of applicable rules, regulations and policies as well as related legislative and legal practices and procedures
- Ability to handle high-level administrative issues
- Ability to communicate effectively orally/written in English and Spanish

Human Resources

Human Resources Generalist

Salary: \$14.94 - \$15.86/hr.

Opened: 6/11/2025

Posting #06-0225

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #1008 (Full time)

DUTIES AND RESPONSIBILITIES

Supports the Human Resources function in various areas, including recruitment, employee relations, compliance, and HR administration. Assists in HR tasks, ensuring compliance with labor laws, and contributing to a positive work environment. Assists in the following: onboarding, employee relations, employee records, benefits, training/development and payroll. Responsible for maintaining records, carrying out procedures, preparing a variety of documents and/or reports. Effectively assist the public and employees; answer calls and determine how calls should be routed; direct public and employees to appropriate offices; answer routine questions; and distribute and explain forms, such as, employment applications. Prepare, process and review a variety of documents such as applications, employee files, payroll records, for completeness, accuracy and submission standards. Assist in processing verification of employment forms. Schedule and organize meetings, sort and distribute mail; maintain employee and departmental files. Operate a variety of office equipment including computer, related software, photocopiers, fax machines, and printers.

MINIMUM QUALIFICATIONS

- Associate's degree or 60 hours of college credit from an accredited college or university
- Six months of human resources or related experience
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Basic knowledge of human resources and office operations
- Knowledge of Microsoft Office
- Understand and follow oral and written instructions
- Communicate effectively, both orally and in writing
- Establish and maintain cooperative working relationships with those contacted in the course of work
- Perform any other tasks or functions deemed necessary to the daily operations of the employer
- Experience developing and implementing filing systems and other systems to improve organizations and time management
- Knowledge of the principles and practices of general office procedures
- Ability to interpret and apply policies and procedures, rules and regulations and laws
- Knowledge, skills and abilities to devise immediate solutions and be proactive in dealing with administrative and support functions and issues
- Ability to foster and maintain positive working relationships
- Ability to exercise good judgment and discretion in all aspects of work
- Ability to read, write, answer telephones and compose documents
- Ability to present in small or large groups
- Ability to communicate effectively in English and Spanish

Accounting/Budget

Chief Budget Officer

Salary: \$2,876.77 - \$3,360.92/bi-weekly

Opened: 04/18/2023

Posting #04-0523

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #354 (Full time)

DUTIES AND RESPONSIBILITIES

Performs work in overall budgeting and in the fiscal management of specific contracts and grants. Work involves preparing and maintaining the Center's budget as it relates to program goals and objectives in accordance with Central Office, State and Federal policies and guidelines. Monitors program expenditures and revenues to identify trends which impact planned expenditures and adjusts budget accordingly. Supervises work of staff who assist with technical aspects of budgets and contract/grant reporting. Assists Chief Financial Officer in presentations and aids in the preparation of the Monthly Statistical Reports. The Chief Budget Officer is an experienced specialist in office support and is distinguished by assigned work requiring specialized knowledge and skill for full performance of duties. Works with accounting/fiscal personnel to resolve routine departmental issues and questions. Meets annually with all Program Directors/Assistant Program Directors to discuss/evaluate/set positions and department budget for new fiscal year. In addition, prepare a five-year forecast of the operating budget. This position also supervises the Cashier and Support Services for Accounting.

MINIMUM QUALIFICATIONS

Any combination of education and experience equivalent to a Bachelor's degree from an accredited college or university with a major in accounting or finance plus three (3) years of experience in a responsible administrative or managerial position in the administration of a program related to the duties of the position.

PREFERRED QUALIFICATIONS

Knowledge of local, state, and federal laws and regulations relevant to budgets, grants and contracts and of accounting and management principles and practices. Ability to analyze fiscal management information and determine the need and best use of funds; to identify and develop budgetary reports and schedules; and to analyze management problems and develop and present solutions. Ability to supervise the work of others and interact with all levels of staff. Strong background experience in Excel.

Starr County

Therapist Technician

Salary: \$14.05/hr.

Opened: 2/26/2026

Posting #

Worksite: Rio Grande City

Closing Date: UNTIL FILLED

Position # (Full time)

DUTIES AND RESPONSIBILITIES

Responsible for direct care supervision of consumers receiving services from the Department of Aging and Disability Services (DADS), Preadmission Screening and Resident Review (PASRR), Texas Home Living and Home (TxHmL) and Community- Based Services (HCS) programs. Trains consumers in the areas of Community support/Community First Choice, independent living skills, functional living skills and supported employment. Works different schedule to provide Respite Services on an as needed basis. Establish training strategies.

MINIMUM QUALIFICATIONS

- High school diploma or equivalency OR
- Any combination of education and experience equivalent to a minimum eight grade reading comprehension level
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Knowledge of computers and software
- Ability to organize time, work independently, keep accurate records/statistics
- Ability to work under stress
- Ability to communicate effectively orally/written in English and Spanish
- Knowledge in data gathering, recording and reporting procedures
- Knowledge of Basic Behavioral Modification techniques
- Ability to perform simple or routine duties exercising leadership without close supervision/ make simple decision
- Basic knowledge in areas of Intellectual and Developmental Disabilities

Social Service Worker – Mobile Crisis Outreach Team

Salary: \$1,481.08/biweekly

Opened: 2/20/2026

Posting #02-0526

Worksite: Rio Grande City

Closing Date: UNTIL FILLED

Position #540 (Full time)

DUTIES AND RESPONSIBILITIES

Performs social services as part of the Mobile Crisis Outreach Team (MCOT) in both Children, Adolescent and Parent Services (CAPS) and Adult Behavioral Health Unit (ABHU). Responsible for crisis screening, assessments, crisis intervention, crisis follow-up and relapse prevention in the community, at the agency, and/or wherever applicable. Responsible for handling a workable caseload, which includes coordinating and linking to meet treatment goals. Completes all relevant assessment documents, to include the Adult Needs and Strengths Assessment (ANSA), Child and Adolescent Needs and Strengths (CANS) and submits the information in a timely manner. Performs follow-up activities for enrolled and non-enrolled consumers. Performs crisis/follow-up duties on a rotating schedule as well as on an on-call basis.

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Case management experience
- Experience in the field of mental health
- Crisis intervention experience/knowledge
- Knowledge of the principles, methods, techniques and practices of mental health assessments and interventions
- Knowledge of function of social services or treatment facility; of community resources; of mental illness and emotional components of physical illness; and of the functioning of psychiatric inpatient facilities
- Skills interviewing, ability to communicate effectively, to assess client needs, to coordinate client services, to develop plans of treatment, and to work independently as well as a team member
- Ability to communicate effectively in English and Spanish
- Ability to travel and work flexible hours including evening and weekends

Social Service Worker**Salary: \$1,435.85/biweekly****Opened: 2/3/2026****Posting #02-0126****Worksite: Rio Grande City****Closing Date: UNTIL FILLED****Position #820 (Full time)****DUTIES AND RESPONSIBILITIES**

Provides case management activities for the child, adolescent & parent services (CAPS) unit. Will be trained to conduct clinical screenings, assessments, and services eligibility based on consumer needs. Be responsible to coordinate, link, and authorize appropriate services, and to monitor the progress of those individuals in meeting recovery goals. Assists consumers with the identification and management of symptoms of mental illness. The individual will have a caseload of 100-200 clients for case management and/or a minimum of 60 cases for rehabilitative skills. Ensure that all cases have an updated authorization (Child and Adolescents Needs and Strengths) recovery plan, financial, diagnosis assessment, and that all progress notes are submitted at the end of the day. Also serves on the crisis on-call roster on a rotation basis. May provide services in any of the agency's outlying counties which include Webb, Jim Hogg, and Zapata.

MINIMUM QUALIFICATIONS

- Bachelor's Degree from an Accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Experience in working with children and adolescents
- Knowledge of community resources; case management principles, objectives, standards and methods
- Ability to communicate effectively in English and Spanish
- Ability to work flexible hours including evening and weekends

Certified Medical Assistant

Salary: \$13.64 - \$16.88/hr.

Opened: 5/19/2025

Posting #05-0425

Worksite: Rio Grande City

Closing Date: UNTIL FILLED

Position #794 (Full time)

DUTIES AND RESPONSIBILITIES

Responsible for triaging individuals which includes taking vitals. Responsible for daily coordination of telemedicine clinic to include initiating Electronic Medical Record (EMR) documents for physicians, scanning medical documents into the client charts into the EMR, translation, Prior Authorization of medications, and backup for scheduling Outpatient Clinic appointments, and confirming appointments. Assists in obtaining Medical Records for physicians and nurses and for completion of forms and required documentation to ensure effective and efficient daily operations. Required to register with the Medical Interpreting Training School and successfully complete three (3) on-line courses: Responsible for adhering to work procedures as established by supervisor and Provider Services Administrator in accordance with established policies and procedures of Border Region BHC. May be exposed to physical and/or verbal incidents by disturbed individuals.

MINIMUM QUALIFICATIONS

- Medical Assistant Certification
- Any combination of education and experience equivalent to a high school diploma or GED

PREFERRED QUALIFICATIONS

- Experience in translating for physicians
- Knowledge of office practices and administrative procedures
- Knowledge of Microsoft Office software packages
- Ability to operate standard office machines
- Ability to operate a computer
- Knowledge of basic mathematical computations
- Ability to prioritize duties
- Must have mental and physical capacity to perform the assigned duties
- Ability to communicate effectively; ability to assess client needs; to coordinate client services; to provide guidance to other staff, to assist with management of activities; and to monitor program effectiveness
- Ability to translate between English and Spanish

Administrative Technician – Medical Records

Salary: \$12.85/hr.

Opened: 8/26/2024

Posting #08-1024

Worksite: Rio Grande City

Closing Date: UNTIL FILLED

Position #759 (Full time)

DUTIES AND RESPONSIBILITIES

Responsible for providing support services to staff, consumers and assigned departments. Also responsible for typing, filing, faxing, copying, data entry, answering telephones, taking messages, money collection, ordering materials, supplies and equipment. Reviews record keeping, billing and audits. Assists with the development and implementation of program changes and program initiatives that directly relate to medical records. Participates as an active member of medical records committees and work groups. Performs data entry operations in Electronic Health Records System for Health and Human Services Commission General Revenue (HHSC-GR), Community First Choice (CFC), Preadmission Screening and Resident Review (PASRR), Texas Home Living (TxHmL) and Home and Community-based Services (HCS) Programs. Assists with preparing and submitting sign in sheets or time logs for payroll purposes. Serves as support staff for the Outlying Counties employees for Intellectual and Developmental Disabilities (IDD) Starr, Jim Hogg and Zapata Mental Health units. Position will also be responsible for data entry level administrative support. Reviews

documentation for completeness, accuracy, and data appropriateness. Responsible for filing and retrieving all active and inactive clinical records. Prepares referral packets for admission to in-patient mental health (MH) and/or IDD facilities.

MINIMUM QUALIFICATIONS

- High School or a GED equivalency
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Training and experience as a secretary with basic knowledge of office operations and operations of fax, telephone systems, typewriter, computer and other office equipment
- Experience using Microsoft Word and other word processing programs
- Experience developing and implementing filing systems and other systems to improve organization and time management
- Knowledge of local, state, and federal laws and regulations relevant to Community Mental Health and to specific program area of assignment
- Knowledge of the principles and practices of general office procedures
- Ability to interpret and apply policies and procedures, rules, and regulations and laws
- Knowledge, skills and abilities to devise immediate solutions and be proactive in dealing with administrative and support functions and issues
- Ability to read, write, and compose concise reports, policies and procedures and other written documents used to guide services delivery and meet the needs and mission of the Center and Division
- Knowledge of general practices of the unit of assignments within the Children and Adolescent Parenting Skills (CAPS), Mental Health and IDD Division
- Ability to foster and maintain positive work relationships
- Ability to exercise good judgment and discretion in all aspects of work
- Ability to communicate effectively in English and Spanish

PSYCHIATRIC NURSE PRACTITIONER

Salary: \$100,000.00 - \$125,000.00\DOE -yr.

Worksite: Rio Grande City, Texas

Opened: 02/24/22

Closing Date: UNTIL FILLED

Posting # 02-1222

Position# 984 (Full time)

DUTIES AND RESPONSIBILITIES

Work is performed under the supervision of the Medical Director and the Staff Psychiatrist assigned program site. Responsibilities include providing psychiatric care to assigned clients. Position ensures all activities support the mission, values and goals of BRBHC. Services include psychiatric evaluations, diagnosis, referral and recommendations for services, Court Ordered evaluations, and admissions for hospitalizations, medication management and other medical and psychiatric duties as assigned. Also responsible for certain administrative functions such as assisting with management of medication cost through effective writing of prescriptions and implementation of administrative and management procedures and routine, for completion of medical records, physician notes, and other clinical documentation in compliance with established Center standards and time frames. Psychiatric services will be provided in the clinical setting in all counties served by BRBHC. Reports problems, issues and concerns related to operation and compliance of OPC to assigned supervisor and serves as an active member of the MH Division by attending scheduled OPC meetings and maintaining open and active communications with the manager and MH Director.

MINIMUM QUALIFICATIONS

Graduate from an accredited nursing school with a Texas License as a Nurse Practitioner and have a valid DEA and DPS number. Must have Medicaid/Medicare provider numbers. Must have training and experience in the use, application and administration of medication used in the field of psychiatry. Must have a valid TX Driver's License

PREFERRED QUALIFICATIONS

Knowledge of principles of development, implementation and documentation of individualized care and treatment, state and Federal laws and professional standards related to psychiatric treatment. Ability to communicate verbally in English and willingness to expand knowledge & take additional training to learn to communicate in Spanish. Ability to evaluate clients set up and carries out an effective course of treatment utilizing the expertise of other clinical personnel with a minimum of direction. Work collaboratively with supervision psychiatrist and other professional groups. Able to use computers efficiently and use of electronic medical records. Maintains accurate records. Comply with laws, regulations and professional standards related to psychiatric treatment. Must maintain safe driving record to ensure continued coverage under Center's insurance carrier.

Outpatient Clinic (OPC)

PSYCHIATRIC NURSE PRACTITIONER

Salary: \$100,000.00 - \$125,000.00\DOE -yr.

Worksite: Laredo, Texas

Opened: 02/24/22

Posting # 02-1022

Closing Date: UNTIL FILLED

Position# 770 (Full time)

DUTIES AND RESPONSIBILITIES

Work is performed under the supervision of the Medical Director and the Staff Psychiatrist assigned program site. Responsibilities include providing psychiatric care to assigned clients. Position ensures all activities support the mission, values, and goals of BRBHC. Services include psychiatric evaluations, diagnosis, referral, and recommendations for services, Court Ordered evaluations, and admissions for hospitalizations, medication management and other medical and psychiatric duties as assigned. Also responsible for certain administrative functions such as assisting with management of medication cost through effective writing of prescriptions and implementation of administrative and management procedures and routine, for completion of medical records, physician notes, and other clinical documentation in compliance with established Center standards and time frames. Psychiatric services will be provided in the clinical setting in all counties served by BRBHC. Reports problems, issues and concerns related to operation and compliance of OPC to assigned supervisor and serves as an active member of the MH Division by attending scheduled OPC meetings and maintaining open and active communications with the manager and MH Director.

MINIMUM QUALIFICATIONS

- Graduate of an accredited nursing school with a Texas License as a Nurse Practitioner
- Valid DEA and NPI number
- Valid Medicaid/Medicare provider numbers
- Valid TX Driver's License

PREFERRED QUALIFICATIONS

Training and experience in the use, application and administration of medication used in the field of psychiatry. Knowledge of principles of development, implementation and documentation of individualized care and treatment, state and Federal laws and professional standards related to psychiatric treatment. Ability to communicate verbally in English and willingness to expand knowledge & take additional training to learn to communicate in Spanish. Ability to evaluate clients set up and carries out an effective course of treatment

utilizing the expertise of other clinical personnel with a minimum of direction. Work collaboratively with supervision psychiatrists and other professional groups. Able to use computers efficiently and electronic medical records. Maintains accurate records. Comply with laws, regulations and professional standards related to psychiatric treatment. Must maintain safe driving record to ensure continued coverage under Center's insurance carrier.

Child/Adolescent & Parenting Skills (CAPS)

Social Service Worker

Salary: \$1,481.08-\$1,527.23/biweekly

Opened: 2/18/2026

Posting #02-0326

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #642 (Full time)

DUTIES AND RESPONSIBILITIES

Responsible for implementing the Border Region BHC Children Services Jail Diversion Plan. Implements and develops pre-booking and post-booking strategies to intervene with juveniles with serious mental illness and serious emotional disturbances. Develops a professional working relationship with jail staff, court liaison, court officials and defense counsels. Responsible for implementing strategies to divert persons with mental illness from the criminal justice system to treatment interventions resulting in the reduced incidence and length of incarceration, reduced recidivism; provide judges with alternative sentencing options. Receives training to conduct clinical screenings, psychosocial assessments, crisis assessments, and individual needs. Also responsible for coordinating intake appointments for non-enrolled individuals into the Children, Adolescent and Parenting Skills (CAPS) program. Deliver interventions such as case management, rehabilitation skills, group/individual services, recovery plans, re-authorizations, crisis resolution, and discharge planning based on the person's need. This position is situated at the Webb County Youth Village.

MINIMUM QUALIFICATIONS

- Bachelor's Degree from an Accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Knowledge of community resources; of case management principles, objectives, standards and methods; and of program policies and procedures.
- Ability to communicate effectively; to assess client needs; to coordinate client services; to provide guidance to other staff; and to assist with case management activities.
- Knowledge of interviewing techniques and of casework documentation requirements.
- Knowledge of criminal justice system
- Knowledge of crisis intervention experience
- Experience working with children and adolescents
- Knowledge of the principles, methods, techniques and practices of mental health assessments and intervention; of function of social services or treatment facility; of community resources; of mental illness and emotional components of physical illness; and of the functioning of behavioral health inpatient facilities.
- Skills interviewing, ability to communicate effectively, to assess client needs, to coordinate client services, to develop plans of treatment, and to work independently as well as a team member
- Knowledge of the criminal justice system including booking, magistration, pre-trial

release program.

- Knowledge of the Juvenile Justice System, County Jail, District Attorney, Defense Attorney and the Courts regarding jail diversion for MH Adolescents clients
- Ability to communicate effectively in English and Spanish
- Ability to work flexible hours including evening and weekends

Social Service Worker

Salary: \$1,435.85/biweekly

Opened: 1/20/2026

Posting #01-0526

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #1045, 688 (Full time)

DUTIES AND RESPONSIBILITIES

Provides case management activities for the child, adolescent & parent services (CAPS) unit. Will be trained to conduct clinical screenings, assessments, and services eligibility based on consumer needs. Be responsible to coordinate, link, and authorize appropriate services, and to monitor the progress of those individuals in meeting recovery goals. Assists consumers with the identification and management of symptoms of mental illness. The individual will have a caseload of 100-200 clients for case management and/or a minimum of 60 cases for rehabilitative skills. Ensure that all cases have an updated authorization (Child and Adolescents Needs and Strengths) recovery plan, financial, diagnosis assessment, and that all progress notes are submitted at the end of the day. Also serves on the crisis on-call roster on a rotation basis. May provide services in any of the agency's outlying counties which include Starr, Jim Hogg, and Zapata.

MINIMUM QUALIFICATIONS

- Bachelor's Degree from an Accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Experience in working with children and adolescents
- Knowledge of community resources; case management principles, objectives, standards and methods
- Ability to communicate effectively in English and Spanish
- Ability to work flexible hours including evening and weekends

PROGRAM SPECIALIST (LPHA/LPC)

SALARY: \$2,410.15 - \$3,118.15/biweekly (DOE)

Worksite: Laredo, Texas

Opened: 11/24/20, Revised 12/17/2025

Posting # 11-1220

Closing Date: UNTIL FILLED

Position#654, 958 (Full time)

DUTIES AND RESPONSIBILITIES

Diagnostic and Recovery Services: conducts diagnostic assessments, reviews recovery plans, and handles authorization processes for services. Intake and Crisis Intervention: complete intake assessments and provide crisis intervention, including counseling, either at the center or other designated sites. Work with Inmate Population: A key part of the role involves delivering diagnostic and authorization services to incarcerated individuals. Documentation: All required information and documentation must be submitted at the end of each service date. On-Call Duties: participates in a rotation for crisis telephone consultations, meaning they are available for urgent situations outside regular hours.

Competency Requirements

CBT Skills: must demonstrate competency in Cognitive Behavioral Therapy (CBT) by passing a tape review according to established standards.

Supervisory and Reporting

Supervision: may include clinical supervision duties when needed, acting as backup for supervisory tasks.

MINIMUM QUALIFICATIONS

- Master's degree in psychology, social sciences or related behavioral field
- Licensed to practice in Texas as a Licensed Professional Counselor (LPC), Licensed Clinical Social Worker (LCSW), or Licensed Marriage and Family Therapist (LMFT)
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Knowledge of the principles, methods, techniques and practices of mental health assessment and intervention; of use of the Diagnostic and Statistical Manual of Mental Disorders, 5th Edition (DSM-5)
- Knowledge of social service and/or treatment facilities
- Knowledge of community resources
- Knowledge of interviewing skills
- Ability to communicate effectively in English and Spanish
- Knowledge of Crisis Intervention.
- Ability to provide clinical supervision, professional consultation, counseling skills (CBT) provides recovery plan review and recommendations
- Ability to complete diagnostic interviews and render DSM-5 diagnosis

CRISIS STABILIZATION UNIT

Psychiatric Nurse Aide

Salary: \$14.05/hr.

Opened: 9/4/2025

Posting #09-0325

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #906, 929 (Full time)

DUTIES AND RESPONSIBILITIES

The Psychiatric Nurse Aide is assigned to the Crisis Stabilization Unit. Assist the treatment team to include Psychiatrist, Registered Nurse, Licensed Vocational Nurse, Qualified Mental Health Professional and other unit staff with ensuring that the basic needs of people in service on the unit are met. Observes and monitors clients with regard to medication, meals, hygiene, sleeping behavioral needs. Provides verbal and written report on each person in service to the Nurse in charge on each shift.

MINIMUM QUALIFICATIONS

- Have a high school diploma or GED

PREFERRED QUALIFICATIONS

- Computer knowledge
- Ability to organize time, work independently, keep accurate records/statistics
- Must be physical and mentally capable of performing assigned duties
- Able to work weekends and Holidays

Registered Nurse

(Weekends)

Salary: \$2,690.35 – \$3,119.08/biweekly

Worksite: Laredo

Opened: 10/24/2023

Posting #10-0723

Closing Date: UNTIL FILLED

Position #931 (Full time)

DUTIES AND RESPONSIBILITIES

Performs professional nursing services for the population served. Completes admission and ongoing assessment of individual psychiatric and nursing care needs per facility policy. Identifies nursing diagnoses or problem lists and formulates an initial plan of care based on assessment data. Serves as a team leader and provides clinical supervision and training to LVN's and direct care staff as necessary. Participates in treatment team meetings routinely assists with the development of the multidisciplinary plan of care. Implements and documents the provision of nursing interventions described in the care plan. Establishes unit routines and develops and maintains therapeutic milieu. Makes observations of patient behavior and status then reports to the physician, supervisor, and other team members as appropriate. Administers medications as ordered and maintains medication administration including controlled drugs records as per facility policy. Observes, oversees, and monitors the use and implementation of Preventive and Management of Aggressive Behavior (PMAB) interventions. Ensures that PMAB methods are implemented appropriately and safely per facility policy. Also, ensure PMAB interventions are documented. Uses a computer to communicate information, complete reports, and to record nursing assessments. Must understand that duties may include exposure to blood or other potentially infectious materials.

MINIMUM QUALIFICATIONS

- Licensed through the Texas State of Nurse Examiners (TSBNE) as a Registered Nurse (RN).

PREFERRED QUALIFICATIONS

- Knowledge of local, state, and federal laws and regulations relevant to Mental Health CSU.
- Knowledge of the principles and practices of Nursing and Pharmacology.
- Ability to interpret and apply policies and procedures, rules, and regulations and laws.
- Knowledge, skills, and abilities to devise immediate solutions and be proactive in dealing with nursing, administrative and support functions and issues.
- Knowledge of professional nursing techniques and procedures as applied to specific functions.
- Ability to apply professional nursing skills, techniques, and methods; to communicate effectively in both oral and written communications; exercise good judgement, establish good relationships with individuals and medical staff.
- Valid Texas Driver's License.
- Knowledge skills and abilities in medication management, education and monitoring and skills in medication administration, storage, control and disposal.
- Ability to obtain certification for basic Cardio-Pulmonary Resuscitation (CPR) and ability to perform CPR in the clinical setting.
- Ability to complete Prevention Management of Aggressive Behavior prior to working on CSU.
- Experience in a crisis stabilization unit.

Maintenance Technician I-IV

Salary: \$12.47 - \$13.64/hr.

Opened: 6/10/22

Posting #

Worksite: Laredo, Texas

Closing Date: UNTIL FILLED

Position# 924 (Full-Time)

DUTIES AND RESPONSIBILITIES

Performs preventative and general maintenance tasks at the Crisis Stabilization Unit:

- Performs routine skilled duties and skilled repairs in one or more maintenance construction trades (plumbing, electrical switches, ballast, lights, etc.) for equipment and building systems
- Repairing general plumbing, electrical, and carpentry issues
- Schedule inspections and service appointments
- Assemble, disassemble and install equipment
- Operate motorized equipment, use hand tools and power tools, and operate motorized vehicles
- Dusting, sweeping, moping, removal of trash and using cleaning equipment
- Be available to work during emergencies (weekends, nights, and holidays)

MINIMUM QUALIFICATION

High school diploma or GED, plus a minimum of six months of work experience in building maintenance and/or repair. Skill in the use and maintenance of tools and equipment.

PREFERRED QUALIFICATIONS

- Ability and skills necessary to accomplish the job tasks
- Physical condition sufficient to perform a variety of manual tasks requiring strength and stamina, be able to climb ladders and other areas
- Performs moderately complex work in caring for ground and buildings
- Ability to lift heavy objects, no more than seventy-five pounds
- Skill in the use and maintenance of tools and equipment
- Ability to communicate politely and effectively

Youth Empowerment Services (YES) WAIVER

SOCIAL SERVICE WORKER (ZAPATA CO.)

Salary: \$1,435.85/bi-weekly

Opened: 10/20/20

Posting # --

Worksite: ZAPATA, Texas

Closing Date: UNTIL FILLED

Position# 186 (Full time)

DUTIES AND RESPONSIBILITIES

Perform tasks including linkage, referral, crisis management, and follow-up. A facilitator provides services that are goal-oriented activities that assist clients by locating, coordinating, and monitoring necessary care and services ensuring that they are appropriate and accessible. The facilitator coordinates building family teams for each client. Work with clients occurs in a variety of settings.

Examples of work performed:

- Assists in accessing medical, social, educational, and other appropriate services
- Assesses client's needs and authorizes services to meet the identified needs
- Coordinates service delivery
- Coordinates Child and Family Team Meetings
- Develop goals and objectives
- Coordinates the development of the Person Center Recovery Plan
- Coordinates the development of the Individualized Plan of Care (IPC), and periodic review of the IPC
- Provides Crisis Prevention and Management services when needed.
- Monitors service delivery
- Provides psychosocial rehabilitation to clients authorized for services
- May provide services in other counties: Jim Hogg, Webb, or Starr

MINIMUM QUALIFICATIONS

Bachelor's degree from an accredited university with a major in social work, psychology, sociology, Counseling, Educational Psychology, Rehabilitation, Special Education, Early Childhood Education/Intervention, Gerontology, Nursing, Medicine, Human Growth & Development, and Physician Assistant.

PREFERRED QUALIFICATIONS

Knowledge of mental illness and mental retardation. Working knowledge of internal and external services. Knowledge of basic casework principles and general community resources. Knowledge of interviewing techniques. Ability to communicate effectively both in English and Spanish Knowledge of casework documentation requirements. Ability to collect and analyze data Knowledge and understanding of program guidelines, policies and procedures and ability to carry out responsibilities. Skills in maintaining an effective working relationship with co-workers, community members, and school staff and administrators. Excellent organizational and verbal skills. Ability to communicate effectively using all methods, including visual presentations, public speaking, e-mails, and teleconferencing. Ability to work flexible hours including evenings, weekends, and holidays.

QUALITY MANAGEMENT

QUALITY MANAGEMENT ADVISOR

Salary: \$1,574.76/bi-weekly

Opened: 7/1/22 updated 9/22/2023

Posting # 07-0522

Worksite: Laredo, Texas

Closing Date: UNTIL FILLED

Position# 326 (Full time)

DUTIES AND RESPONSIBILITIES

Assist in the implementation of an on-going Quality Management (QM) program for Mental Health (MH), Substance Use Disorder (SUD) and Intellectual and Developmental Disabilities (IDD) services designed to objectively and systematically monitor and evaluate the quality and appropriateness of consumer care, pursue opportunities to improve consumer care, and resolve problems. Performs technical work to include data collection and analysis, data management, report writing for QM. Assist in collection, tabulation, and analysis of Performance Measures, and other research related activities to develop an effective system of oversight for MH, SUD, and IDD Community Services. Assists and provides technical assistance to Quality Management teams and Data Verification in the areas of samples, data collection, data analysis, consumer chart reviews and auditing, and interpretation of results.

MINIMUM QUALIFICATIONS

Any combination of education and experience to a Bachelor's degree from an accredited college or university with major course work in business administration, public administration, or field work related to the duties of the position, plus two years (2) of related experience. One year of appropriate experience may be submitted for one year of college on a year-to-year basis with a maximum substitution of two years.

PREFERRED QUALIFICATIONS

Extensive knowledge of office management principles and matter of administrative procedures Knowledge of and experience with investigation of incidents of abuse, neglect, and exploitation. Knowledge of policies, procedures, and practices relating to providing community services to persons with mental illness, Substance Use Disorders, and Intellectual and Developmental Disabilities and the ability to interpret them. Extensive skill in the use of electronic data and/or word processing equipment and software. Proficient in the use of MS Word, MS Excel, MS Access. Experience in community behavioral healthcare setting with specific experience in data collection and management, data verification, research methods, and report writing. Ability to implement new systems and procedures and to evaluate their effectiveness; to interpret codes and regulations. Ability to gather, assemble, correlate and analyze facts; to devise solutions or problems; to prepare concise reports; to develop and evaluate policies and procedures; and to train others.

SUPPORT SERVICES

Lead Custodian

Salary: \$12.47 - \$15.39/hr.

Opened: 2/26/2026

Posting #02-0626

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #382 (Full time)

DUTIES AND RESPONSIBILITIES

Oversee daily cleaning operations, ensure the highest standards of cleanliness, and lead a team of custodians to maintain a safe, welcoming, and well-organized environment. Responsible for maintaining the center in being clean that makes it an inviting space for staff, visitors, and clients alike.

- Supervise and coordinate daily cleaning activities across multiple areas, including offices, restrooms, hallways, and common spaces
- Perform detailed cleaning tasks such as sweeping, mopping, dusting, trash removal, and restroom sanitation with precision and efficiency
- Lead and train custodial staff in proper cleaning techniques, safety procedures, and equipment usage
- Oversee floor care operations including buffing, stripping, waxing, and carpet cleaning to maintain pristine surfaces
- Conduct routine inspections to ensure compliance with cleanliness standards and safety protocols
- Manage supplies inventory and coordinate with vendors to ensure timely procurement of cleaning materials and equipment
- Support facilities maintenance tasks such as minor repairs, painting touch-ups, and general upkeep as needed

MINIMUM QUALIFICATIONS

- Completion of an eighth-grade education
- Six (6) months of work-related experience in building maintenance and/or repair
- Valid Texas Driver license

PREFERRED QUALIFICATIONS

- Ability and skills necessary to accomplish the job tasks
- Physical condition sufficient to perform a variety of manual tasks requiring strength and stamina
- Ability to lift heavy objects, no more than seventy-five pounds
- Ability to use maintenance tools and equipment
- Ability to communicate politely and effectively

CLERK II (SUPPLY)

Salary: \$12.85 - \$14.05/hr.

Opened: 5/15/20

Posting # 05-0520

Worksite: Laredo, Texas

Closing Date: UNTIL FILLED

Position# 706 (Full time)

DUTIES AND RESPONSIBILITIES

Performs purchasing work. Work involves negotiation in purchasing commodities and equipment in the open market or by contract. Works under limited supervision considerable latitude for the use of initiative and independent judgment. Works under the supervision of the Supply and Purchasing Supervisor and the Chief Budget Officer.

MINIMUM QUALIFICATIONS

- High school diploma or GED
- Valid Texas driver's license

PREFERRED QUALIFICATIONS

Six months experience in purchasing methods, inventory stock control, warehousing, or supply operations. Knowledge of purchasing sources, prices, market factors, product characteristics and general and technical specifications. Have a service-oriented personality.

MAINTENANCE ASSISTANT II

Salary: \$12.47 - \$13.64/hr.

Opened: 7/28/20

Posting # 07-1420

Worksite: Laredo, Texas

Closing Date: UNTIL FILLED

Position# 130 (Full time)

DUTIES AND RESPONSIBILITIES

Follows instructions as per Equipment Technical Manuals. Assists or performs auditorium set ups, limited to arranging tables and chairs. Can assist (or be assigned to) in opening and closing the building and facility when assigned or "On-Call". Must be available to work during emergencies such as weekends, nights, and holidays. Must be able to work overtime and be "On-Call" when assigned by Maintenance Supervisor. Must maintain professional relationships with fellow coworkers and administrators. Performs and assists with entry-level building maintenance and construction work. Work involves assisting in maintaining and repairing buildings, utility systems, and stationary equipment; and operating motorized equipment. Works under close supervision of the Maintenance Supervisor. Works with minimal latitude for the use of initiative and independent judgment. Performs or assists with routine skilled duties and skilled repairs in one or more maintenance construction trades (plumbing, electrical switches, ballasts, lights, etc.) for equipment and building systems.

MINIMUM QUALIFICATIONS

Completion of an eighth-grade education, plus a minimum of six months of work experience in building maintenance and/or repair. Skill in the use and maintenance of tools and equipment. Valid Texas Driver license.

PREFERRED QUALIFICATIONS

Ability and skills necessary to accomplish the job tasks. Physical condition sufficient to perform a variety of manual tasks requiring strength and stamina, be able to climb ladders and other areas. Performs moderately complex work in caring for ground and buildings. Ability to lift heavy objects, no more than seventy-five pounds. Skill in the use and maintenance of tools and equipment. The ability to communicate politely and effectively.

MAINTENANCE TECHNICIAN I

Salary: \$12.47 - \$13.64/hr.

Opened: 7/28/20

Posting # 07-1320

Worksite: Laredo, Texas

Closing Date: UNTIL FILLED

Position# 270 (Full time)

DUTIES AND RESPONSIBILITIES

Follow instructions as per Equipment Technical Manuals. Performs and assists with auditorium set ups, limited to arranging tables and chairs. Can assist (or be assigned to perform) in opening and closing the building and facility when assigned by Maintenance Supervisor or "On-Call". Must be available to work during emergencies such as weekends, nights and holidays. Must be able to work overtime and be "On-Call" when assigned by Maintenance Supervisor. Must maintain professional relationships with fellow coworkers and administrators. Performs entry-level building maintenance and construction work. Work involves performing and assisting in maintaining and repairing buildings, utility systems, and stationary equipment; and operating motorized equipment. Works under supervision of the Maintenance Supervisor and directly reports to the Maintenance Supervisor Works with minimal latitude for the use of initiative and independent judgment. Performs routine skilled duties and skilled repairs in one or more maintenance construction trades (plumbing, electrical switches, ballasts, lights, etc.) for equipment and building systems. May perform inspections of operating machinery, equipment, and utility systems to ensure efficient and safe operations.

MINIMUM QUALIFICATION

Completion of an eighth-grade education, plus a minimum of six months of work experience in building maintenance and/or repair. Skill in the use and maintenance of tools and equipment. Valid Texas Driver license.

PREFERRED QUALIFICATIONS

Must have the ability and skills necessary to accomplish the job tasks. Physical condition sufficient to perform a variety of manual tasks requiring strength and stamina, be able to climb ladders and other areas. Performs moderately complex work in caring for ground and buildings. Ability to lift heavy objects, no more than seventy-five pounds. Skill in the use and maintenance of tools and equipment. The ability to communicate politely and effectively.

Adult Behavioral Health Unit (ABHU)

Social Service Worker – Mobile Crisis Outreach Team

Salary: \$1,481.08/biweekly

Opened: 3/6/2026

Posting #03-0126

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #634, 662 (Full time)

DUTIES AND RESPONSIBILITIES

Provides face-to-face help to people who are at risk of harm to themselves or others at home, school or other location. The services are available 24 hours a day, seven days a week. Provides a combination of crisis services including emergency care, urgent care, and crisis follow-up and relapse prevention to the child, youth or adult in the community.

Core Responsibilities

- Crisis Response & Assessment: Conduct in-person or telehealth mental health screenings and assessments for adults experiencing behavioral health crises in the community (e.g., homes, schools, agency).
- Intervention & Safety Planning: Provide crisis intervention, stabilization, and develop safety plans for both enrolled and non-enrolled individuals.
- Follow-Up & Relapse Prevention: Provide follow-up services to ensure stabilization and prevent future crises, often up to seven (7) days.
- Documentation: Complete all necessary clinical documentation and submit it in a timely manner.
- Collaboration: Works with law enforcement, first responders, and community agencies.

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Case management experience
- Experience in the field of mental health
- Crisis intervention experience/knowledge
- Knowledge of the principles, methods, techniques and practices of mental health assessments and interventions
- Knowledge of function of social services or treatment facility; of community resources; of mental illness and emotional components of physical illness; and of the functioning of psychiatric inpatient facilities
- Skills interviewing, ability to communicate effectively, to assess client needs, to coordinate client services, to develop plans of treatment, and to work independently as well as a team member
- Ability to communicate effectively in English and Spanish
- Ability to travel and work flexible hours including evening and weekends

Social Service Worker – Assertive Community

Treatment

Salary: \$1,435.85 - \$1,527.23/biweekly

Opened: 2/26/2026

Posting #02-0726

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #1107 (Full time)

DUTIES AND RESPONSIBILITIES

This position involves providing comprehensive support and care coordination for individuals facing mental health challenges.

- **Assess and Plan:** The role involves conducting clinical screenings and assessments to understand the individual's needs and determine service eligibility. This information is then used to develop and update individualized recovery plans
- **Service Coordination & Authorization:** The individual will coordinate, link, and authorize appropriate services based on the recovery plan. This involves working with various service providers and navigating the complexities of the healthcare system to ensure access to necessary support.
- **Progress Monitoring & Goal Achievement:** A crucial aspect is monitoring the individual's progress towards their recovery goals and adjusting the plan as needed. This might involve tracking their engagement with services, assessing symptom management, and empowering them to build resilience and autonomy.
- **Intervention & Support:** The role includes delivering interventions like case management, psychosocial skills training, group/individual sessions, crisis resolution, and discharge planning based on the individual's needs.
- **Documentation & Compliance:** Maintaining accurate and up-to-date documentation is essential. This includes ensuring all cases have an updated recovery plan, ANSA (Adult Needs and Strengths Assessment), authorizations, financials, diagnostic assessments, and all necessary forms. Service records must be submitted by noon on the next business day.
- **Crisis Response:** The individual will also serve on the ACT (Assertive Community Treatment) crisis on-call rotation. This requires being available to respond to urgent needs outside of regular work hours.
- **Productivity & Service Delivery:** The position entails adhering to facility productivity standards and ensuring that all individuals receive the required average hours of service each month.

This position plays a vital role in supporting individuals with mental health challenges through coordinated care, therapeutic interventions, and comprehensive support services, all aimed at fostering recovery and promoting their well-being within the community.

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university with a major in social work, psychology, or a field related to human behavior, plus two (2) years of related work experience.
- Valid Texas Driver's license

PREFERRED QUALIFICATIONS

- Knowledge of community resources; of case management principles, objectives, standards and methods; and of program policies and procedures
- Ability to communicate effectively in English and Spanish; to assess client needs; to coordinate client services; to provide guidance to other staff when needed
- Knowledge of interviewing techniques and of casework documentation requirements.
- Ability to work flexible hours including evenings and weekends.

- Knowledge of mental illness, substance abuse and the emotional components of physical illness.
- Ability to work with minimal supervision.

Social Service Worker – PATH Outreach Worker

Salary: \$1,435.85/biweekly

Opened: 2/20/2026

Posting #02-0426

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #296 (Full time)

DUTIES AND RESPONSIBILITIES

This role involves a mix of direct client contact ("street outreach"), administrative compliance, and strategic planning, working under limited supervision.

Core Responsibilities

- Projects for Assistance in Transition from Homelessness (PATH) Outreach & Case Management: Conducting street outreach to identify and engage individuals experiencing homelessness (or at risk of homelessness) who have serious mental illnesses and/or co-occurring substance use disorders.
- Case Data & Eligibility: Collecting, reviewing, and preparing data to determine eligibility for financial, medical, and social services.
- HMIS Participation: Actively entering and maintaining client data in the Homeless Management Information System (HMIS).
- Program Administration: Assisting in developing program goals, guidelines, policies, procedures, and standards for evaluating program activities.
- Community Coordination: Collaborating with Laredo-area organizations and agencies to plan for the continuity of services for homeless individuals.

Key Performance Areas

- Field-Based Work: Engaging with individuals in places not meant for human habitation (encampments, streets, shelters, vehicles).
- Service Coordination: Linking clients to mental health, substance use treatment, housing, and income/support services.
- Independence: Working with considerable initiative and independent judgment to meet program goals.

Participates in coordinated entry meetings with other agencies to discuss unique cases.

MINIMUM QUALIFICATIONS

- Bachelor's Degree from an Accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Case management experience
- Experience in the field of mental health
- Crisis intervention experience/knowledge
- Knowledge of the principles, methods, techniques and practices of mental health assessments and interventions
- Knowledge of function of social services or treatment facility; of community resources; of mental illness and emotional components of physical illness; and of the functioning of psychiatric inpatient facilities
- Skills interviewing, ability to communicate effectively, to assess client needs, to coordinate client services, to develop plans of treatment, and to work independently

- as well as a team member
- Ability to communicate effectively in English and Spanish
- Ability to travel and work flexible hours including evening and weekends

Administrative Technician/Operator

Salary: \$12.85 – \$15.86/hr.

Opened: 1/15/2026

Posting #01-0226

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #994 (Full time)

DUTIES AND RESPONSIBILITIES

Provides administrative support and serves as the receptionist for Service Access. Responsible for registering individuals, and scheduling intakes, counseling and diagnosis update appointments. Responsible for handling correspondence and documents, maintaining filing systems and general administrative support duties. Responsible for compiling and typing letters, curriculums, memoranda, statistical data, routing mail, receiving visitors, answering the telephone and taking messages, keeping records of appointments. Reminds individuals of their scheduled appointments, sends out renewal letters for Adult Needs and Strengths Assessment (ANSA) and Medicaid. Performs timekeeping duties. Maintains files and organizing materials used by the program administrator in completing work assignments. May be exposed to physical and/or verbal incidents by disturbed individuals.

MINIMUM QUALIFICATIONS

- High School Diploma or Equivalency
- Six (6) months of secretarial or clerical experience

PREFERRED QUALIFICATIONS

- Ability to provide excellent customer service skills
- Knowledge of office practice and administrative procedures
- Knowledge of current computer software such as Microsoft Word, Windows, Excel, Power Point, and other related work processing software
- Knowledge of basic spelling, punctuation, and grammar
- Skills in communicating with individuals who have differing abilities to respond, and to families of the individuals served
- Skills in office practices and procedures
- Ability to organize the work independently, prioritize, multi-task, and keep accurate information in a fast-paced environment
- Ability to work a flexible work schedule
- Able to communicate effectively with co-workers and the public
- Ability to communication both in writing and verbally in English and Spanish

Social Service Worker

Salary: \$1,435.85/biweekly

Opened: 1/15/2026

Posting #01-0326

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #808, 143 (Full time)

DUTIES AND RESPONSIBILITIES

Work involves collecting, preparing, and reviewing case data used to determine client eligibility for financial, medical, and/or social services. Works primarily with Service Level 1 and 2 consumers. Responsible for handling a workable caseload, which includes coordinating and linking to meet treatment goals. Responsible for participating on an on-call rotation basis for after-hours crisis assessments. Completes all relevant assessment documents, to include the Adult Needs and Strengths Assessment (ANSA) and submits the information in a timely manner. Must become certified to complete the State approved ANSA. Works under limited supervision with considerable latitude for the use of initiative and independent judgment. May provide services in any of the agency's outlying counties which include Starr, Jim Hogg,

and Zapata.

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Case management experience
- Experience in the field of mental health
- Crisis intervention experience/knowledge
- Knowledge of the principles, methods, techniques and practices of mental health assessments and interventions
- Knowledge of function of social services or treatment facility; of community resources; of mental illness and emotional components of physical illness; and of the functioning of psychiatric inpatient facilities
- Skills interviewing, ability to communicate effectively, to assess client needs, to coordinate client services, to develop plans of treatment, and to work independently as well as a team member
- Ability to communicate effectively in English and Spanish
- Ability to travel and work flexible hours including evening and weekends

Peer Provider Specialist

Salary: \$14.05/hr.

Opened: 2/27/2025

Posting #02-0225

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #1047 (Full time)

DUTIES AND RESPONSIBILITIES

Responsible to respond to calls involving individuals (Youth and Adults) experiencing a mental health crisis. Initially aims to de-escalate situations and provide appropriate support by providing interventions and connecting the individuals to the necessary mental health services. Assists in reducing the need for forceful interventions and provide more appropriate care for individuals in a mental health crisis. Use trauma-informed interventions and strategies and aid in relapse prevention. Provides a safety plan for the individual, family or caregiver. Engage individuals that are in crisis by providing a connection with the individual and the family. Offers hope and support around recovery. Works closely with the individual and family of choice. Connects individual and families to community-based resources. Supports the growth and development of the Systemwide Mental Assessment Response Team (SMART) project through the creation and support of a feedback loop between individuals and the team. Works as an essential member of a multi-disciplinary team, documenting their interactions collaboratively and communicating back as a team. Responsible for adhering to work procedures as established by supervisor in accordance with established policies and procedures of Border Region BHC. May be exposed to physical and/or verbal incidents by distressed individuals.

MINIMUM QUALIFICATIONS

- High school diploma or GED
- MHPS (Mental Health Peer Specialist) Certification or an ability to obtain certification within one (1) year
- An adult who has been diagnosed with a mental illness themselves
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Willingness to connect with other individuals being served, to share their life experiences
- Demonstrated interpersonal communication skills and the ability to empathize with, relate to, and effectively work with participants of mental health services
- Possess good organizational skills and ability to maintain positive relationships with community agencies and internal and external providers
- Ability to work independently as well as part of a team
- Excellent judgement and ability to understand boundaries when working with individuals receiving mental health services
- Ability/willingness to share their experiences on mental health services for the purpose of empowerment
- Willingness to work outside of the office setting, in the community and homes of individuals
- Ability to work flexible hours including evening and weekends
- Ability to communicate effectively, orally and written, in English and Spanish

Intellectual & Developmental Disabilities Department (IDD)

Social Service Worker

Salary: \$1,435.85/biweekly

Opened: 1/15/2026

Posting #01-0426

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #602, 216 (Full time)

DUTIES AND RESPONSIBILITIES

Works directly with people with disabilities and performs service coordination to assist assigned individuals in gaining access to medical, social, educational and other needed services. Requires aggressive intervention and frequent in-person contacts with individuals, families and service providers. The job requires extensive travel in the community.

MINIMUM QUALIFICATIONS

- Bachelor's Degree from an Accredited college or university with a major in social work, psychology, or a field related to human behavior
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Knowledge of community resources, service coordination delivery system, and program procedures
- Ability to communicate effectively to assess and coordinate consumer's needs
- Basic computer processing skills
- Ability to read and interpret documents, such as safety rules, operating instructions, maintenance instructions and procedure manuals
- Ability to write routine reports and correspondence
- Ability to communicate effectively orally/written in English and Spanish

Registered Nurse

Salary: \$2,690.35 - \$3,119.08/biweekly

Opened: 7/18/2025

Posting #07-0625

Worksite: Laredo

Closing Date: UNTIL FILLED

Position #653 (Full time)

DUTIES AND RESPONSIBILITIES

Responsible for delegating nursing responsibilities to staff in accordance with the Nurse Practice Act. Also responsible for providing for and supervising the professional nursing care of the individuals who live at or receive services from Home and Community-based Services (HCS), a Texas Home Living (TxHmL) Program. Must be available to unit personnel to make nursing decisions on a 24-hour basis. Also, a member of the programming team and shares responsibility with other team members for the development of the individual's program. Work involves communication skills, i.e., relaying information to other team members, physicians, nurses; data entry, documentation, completing reports, maintaining personnel records and following all HCS, TxHmL, Health and Human Service Commission (HHSC) and Border Region's policies and procedures.

MINIMUM QUALIFICATIONS

- Graduation from a college or university accredited by the Texas State Board of Nurse Examiners with a bachelor's degree
- One (1) year of work experience as an RN, or a master's degree in nursing and licensed to practice as a registered nurse in the State of Texas OR
- Licensed to practice as a registered nurse in the State of Texas
- Two (2) years of experience as a practicing registered nurse in a recognized health agency, hospital, or health-care facility
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Ability to demonstrate considerable knowledge of nursing rules/regulations, methods, procedures, techniques and human relations
- Ability to appropriately interact with individuals with developmental disabilities and staff members
- Duties include coordinating on-going health care during routine daily activities or during special activities
- Duties also include development of health maintenance plans, written service objectives and written training programs
- Ability to be able to keep records and make reports
- Ability to demonstrate a working knowledge of emergency procedures and emergency equipment, i.e., CPR

CASE MANAGER (TxHML CASE COORDINATOR)

Salary: \$1,194.92/bi-weekly

Opened: 10/28/21

Posting # 10-0821

Worksite: Laredo, Texas

Closing Date: UNTIL FILLED

Position# 619 (Full time)

DUTIES AND RESPONSIBILITIES

Ensure the effective and continuous provision of quality services as outlined in each consumer's PDP, IPC and IP. Conduct monthly chart audits to ensure that all relevant documentation is in the charts. Meets with providers as necessary to develop justifications for service hours. Attend staff meetings, collect strategies and methodologies from each provider. Support Coordinator essential tasks/responsibilities include assisting Provider's Supervisor in QM audits, develops the Implementation Plan, Individual Plan, ID/RC, ICAPs Increase/decrease of LON. Comply with all HCS principles and billing guidelines. In addition will assist in the supervision of Host Companion and Specialized Contract staff. Case Coordinator must attend the PDP and CFC training and be able to identify the needs of

consumers so that training strategies can be established. Works under moderate supervision with moderate use of initiative and independent judgment.

MINIMUM QUALIFICATIONS

- Associate Degree from an accredited college or university with a major in social, behavioral, or human services
- Additional related work experience may substitute for the required education on a year-to-year basis with a maximum substitution of two (2) years. Each additional year (30 semester hours) of accredited college work in a related field may substitute for the required work experience on a year-for-year basis
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Computer knowledge
- Ability to organize time, work independently, keep accurate records/statistics
- Ability to work under stress
- Ability to communicate effectively orally/written in English and Spanish
- Knowledge of data gathering, recording and reporting procedures
- Knowledge of Basic Behavioral Modification techniques
- Ability to exercise leadership without close supervision/make simple decisions
- Basic knowledge in areas of Mental Retardation

PATIENT CARE (Therapist Tech)

Salary: \$14.05/hr.

Opened: 9/30/22

Posting # 04-0024

Worksite: Laredo, Texas

Closing Date: UNTIL FILLED

**Position# 751,749,495, 493, 649, 378,
561(HST), 580, 549, 555, 529, 548,
545, 163, 470 (Full time)**

DUTIES AND RESPONSIBILITIES

Responsible for direct care supervision of consumers receiving services from the HHSC, TxHmL and HCS, Day Hab Program. Trains consumers in the areas of Community Support, Independent Living Skills, Functional Living Skills and Supported Employment. Must be flexible to work different schedules as requested by supervisor to provide Respite Services. Ability to identify the needs of consumers so that training strategies can be established. Works under general supervision of Day Habilitation or HCS Supervisor and will use limited freedom for the use of initiative and independent judgment. Able to work variable schedule: weekends, evenings and holidays.

MINIMUM QUALIFICATIONS

- High school diploma or equivalency OR
- Any combination of education and experience equivalent to a minimum eight grade reading-comprehension level
- Valid Texas Driver's License

PREFERRED QUALIFICATIONS

- Computer knowledge
- Ability to organize time, work independently, keep accurate records/statistics
- Physically and mentally capable of performing assigned duties
- Ability to work under stress