

**ORANGE COUNTY ASIAN AND PACIFIC ISLANDER COMMUNITY ALLIANCE, INC.  
JOB ANNOUNCEMENT**

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**Title:** Psychiatrist

**FLSA:** Non-Exempt, Part-time

**Pay Range/Rate:** \$245 – \$250/hr (DOE)

**Division:** Behavioral Health – AOA FSP

**Supervisor:** Behavioral Health Director

**Revised:** June 2026

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**Summary**

Under the supervision of the Behavioral Health Director, the Psychiatrist will provide comprehensive psychiatric services to program participants and family members within the Adult and Older Adult (AOA) Full Service Partnership (FSP) programs, including ACT/FACT (Level 2) and FSP ICM (Level 1). This position delivers psychiatric evaluation, diagnosis, medication management, and clinical consultation in alignment with Medi-Cal, BHSA, and County requirements while supporting fidelity to the ACT/FACT/FSP ICM model, including a team-based shared caseload, in vivo services, and 24/7 service availability. OCAPICA Behavioral Health Services are grounded in a whole-person integrated care model that includes clinical services, case management, peer support, psychiatry, and community-based support. The Psychiatrist plays a key role in collaborating with the multidisciplinary treatment team to ensure the effective delivery and quality of psychiatric care, supporting stabilization, engagement, and long-term recovery outcomes for participants in a culturally and linguistically competent, family-centered, strength-based, and need-driven model of care.

**Essential Functions**

- Assess and screen participants by conducting comprehensive psychiatric evaluations, including clinical interviews, medical histories, physical examinations, observations, and psychological testing as indicated.
- Analyze assessment data and results to formulate psychiatric diagnoses in accordance with current DSM-5/ICD-10 criteria.
- Prescribe, administer, and monitor medications according to diagnosis; evaluate efficacy, adjust dosages, and monitor for potential side effects in collaboration with the treatment team.
- Develop individualized treatment plans, measure progress against established goals, and make clinical adjustments as needed to support participant recovery and stability.
- Provide 24/7 psychiatric services and crisis intervention to participants and support staff members as part of the team-based on-call rotation, consistent with the ACT/FACT/FSP ICM model.
- Collaborate with a multidisciplinary team of clinicians, case managers, nurses, peer specialists, and community providers to assess, coordinate, and adjust treatment plans in support of whole-person integrated care.
- Assess for co-occurring medical conditions and provide appropriate referrals to primary care or specialty medical providers as needed.
- Coordinate and communicate with treatment team members and participants regarding psychiatric care, medication management, and any changes to the plan of care.
- Meet monthly minimum productivity requirements for billable hours (50-65% of FTE) and face-to-face service delivery in compliance with program and funder requirements.
- Participate in daily ACT/FACT team meetings, shared caseload planning, quality assurance/improvement initiatives, program development, and case consultation meetings.

- Maintain timely and accurate documentation of all service contacts (direct and indirect) in the Electronic Health Record (EHR) system in accordance with agency, County, state, Medi-Cal, BHSA, and DHCS standards.
- Provide trainings and psychoeducation to staff and participants; participate in case conferences, quality assurance/improvement initiatives, and peer review meetings.
- Prepare reports and documentation to meet program, funder, and regulatory requirements, including DHCS and Orange County ADMH reporting.
- Support culturally and linguistically competent psychiatric care for diverse populations, consistent with OCAPICA's mission.
- May coordinate development of mental health services data and information.
- Perform other duties as assigned by the Behavioral Health Director.

### **Minimum Qualifications – Knowledge, Skills and Abilities Required**

- Current and valid board certification in psychiatry from the American Board of Psychiatry and Neurology (ABPN) or equivalent.
- Medical degree (MD or DO) from an accredited medical school and successful completion of an approved psychiatric residency program.
- Active and unrestricted license to practice medicine in the State of California.
- Active DEA registration and authority to prescribe medications under California law.
- Excellent knowledge and familiarity with current DSM-5/ICD-10 diagnostic criteria and evidence-based psychiatric treatment modalities.
- Familiarity with crisis assessment tools, techniques, and crisis intervention best practices in a community behavioral health setting.
- Strong working knowledge of general psychiatric principles and practices, including psychopharmacology and co-occurring disorder treatment.
- Bicultural and bilingual in an Asian or Pacific Islander language (e.g., Vietnamese, Korean, Tagalog, Khmer) is required.
- Demonstrated knowledge of and sensitivity toward diverse cultures; ability to deliver services in a culturally and linguistically competent manner.
- Ability to work effectively within a multidisciplinary team inclusive of internal and external staff, community agencies, participants, and family members.
- Excellent verbal and written communication skills; ability to keep accurate records and prepare reports in a timely manner.
- Strong computer skills; proficiency with Electronic Health Record (EHR) systems and Medi-Cal documentation requirements.
- Must possess strong interpersonal skills and the ability to maintain professional and ethical boundaries.
- Valid California Driver's License, reliable personal transportation, and proof of automobile insurance; ability to travel for conferences, meetings, trainings, and field-based services as needed.
- Verification of employment eligibility and satisfactory background check required.
- Regular and consistent attendance required.

### **Desired Qualifications – Knowledge, Skills and Abilities**

- Experience providing psychiatric services within a Full Service Partnership (FSP), ACT/FACT, or community mental health program serving individuals with serious mental illness (SMI) and co-occurring disorders.
- Knowledge of Medi-Cal billing, BHSA requirements, ACT/FACT/FSP ICM models, and County behavioral health program standards.

- Experience working with Asian American, Pacific Islander, or other underserved diverse communities.
- Familiarity with integrated care models that co-locate or coordinate primary care and behavioral health services.
- Ability to be flexible, take initiative, and adapt to a fast-paced, field-based, team-driven environment.

#### **Supervisory Responsibilities**

- No formal supervision of employees required at this time; may provide clinical guidance or consultation to treatment team members as directed by the Behavioral Health Director.

#### **Environmental Conditions (Working Conditions)**

- This position operates in a hybrid environment including an office setting (which may include shared workspace), community field-based locations, participant homes, clinics, and other community sites. Incumbent may be exposed to weather conditions and noise levels prevalent when performing community-based duties, consistent with the in vivo service delivery model of ACT/FACT/FSP ICM programs.

#### **Physical Requirement**

- In the course of performing this job, the incumbent typically spends time sitting, standing, walking, typing, filing, listening, and speaking. May be required to drive to community locations for field-based service delivery.

#### **Mental Requirement**

- The incumbent must be able to accommodate any/all of the following: tolerance for distractions and interruptions, uncontrollable changes in priorities and work schedules, and the ability to process information, think, and conceptualize clearly and in a timely manner in a dynamic, community-based environment.

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#### **Application Process**

**Application deadline:** Until filled.

Please e-mail a resume and 3 professional references (past supervisors including e-mail address and phone number) to [careers@ocapica.org](mailto:careers@ocapica.org).

Please ensure that the email subject has the job title: **Psychiatrist**

#### **Agency Background:**

The Orange County Asian and Pacific Islander Community Alliance (OCAPICA) is a nonprofit community-based organization serving over 80,000 community members on an annual basis in more than 20 different languages throughout Orange County. Program areas include health, mental health, workforce development, civic engagement and policy, youth leadership development and education, and housing. Founded in 1997 to serve low-income Asian Americans and Pacific Islanders, OCAPICA has since evolved to serve all communities in need. OCAPICA is mainly grant funded through government and private foundation grants.

*OCAPICA is an Equal Opportunity Employer*