

Full-time Licensed Primary Care Psychologist at a mission-driven and quality-oriented Community Health Center

Looking for a patient-centered, community-minded psychologist.

Salary Range \$106k - \$113K with full benefits and employer matching for 403(b) accounts



We are a federally qualified community health center located in Waimānalo on the Island of O‘ahu. We pride ourselves on delivering the highest quality of primary care in a culturally-informed way to all in the community, and we are seeking a dedicated, talented, and team-oriented Licensed Psychologist to join our ‘ohana. Patients, their families, and the community always come first, and we want someone who shares that same perspective. Come work alongside others who share your passion for serving the underserved, recognizing all dimensions of health and well-being, and embracing a teamwork approach using the combined efforts of a multidisciplinary group including physicians, psychologists, nutritionist, traditional Hawaiian medicine practitioners, care coordinators, outreach workers and more.

What makes Waimānalo Health Center unique?

- We serve a unique patient population with over 50% of patients identifying as Hawaiian.
- We believe integrating native Hawaiian healing in a primary care setting can provide the best holistic care. We have fully integrated lomilomi, lā‘au lapa‘au, and no‘ono‘o pono into our care.
- We are expanding and enhancing services.
 - 2024: We will break ground on a new building at our original site, replacing aging portables with a new, high-quality facility that will house expanded dental, vision, and preventive health services
 - 2023:
 - Opened a dental clinic in Kāne‘ohe,
 - Opened the Hō‘olu‘olu pain clinic in Waimānalo,
 - Expanded our WIC services up the coast to Kahuku,
 - Increased the reach of our Mobile Medicine program who brings care directly to houseless shelters, community parks, and beaches, serving some of our most at-risk patients
 - Ongoing efforts to address food security through expansion of WIC services including providing free fresh produce through the WIC Mākeke, opening of the Waimānalo Farmers Market, and offering of the CSA Program and Meal Prep Programs for families in need
- Waimānalo Health Center received the 2023 Gold Health Center Quality Leader Award, ranking in the top 10% of health centers nationally. WHC is the only Federally Qualified Health Center to receive this distinction in Hawai‘i.

- The American Psychological Association (APA) named Waimānalo Health Center the winner of its national 2017 Psychologically Healthy Workplace Award – Nonprofit Category in 2017. The award recognizes the health center's E Ola Pono employee wellness program, which provides year-round programs and services in addition to an annual allowance for each staff member for health-related purchases.

Hear from our staff directly! These videos give a glimpse into everyday life at the health center and how our values resonate with staff, guiding our health center and all we do. [WHC Value Videos](#)

Licensed Primary Care Psychologist Overview

- The Primary Care Licensed Clinical Psychologist, as part of the primary care treatment team, in the context of the Patient-Centered Health Care Home, identifies, triages and manages patients with medical and behavioral health problems within the primary care clinic.
- This position will provide screening, brief intervention, and referral to appropriate treatment, for a wide variety of psychosocial and behavioral issues that impact overall health and wellness of patients.
- The Primary Care Licensed Clinical Psychologist will be available for all warm handoffs from the primary care team but will also help to identify and proactively seek out patients identified by the team as potentially needing behavioral health services.
- In addition, the Primary Care Licensed Clinical Psychologist will provide skill training through psycho-education and patient education strategies and will develop specific behavioral change plans for patients and behavioral health protocols for target populations.

[Apply Now](#)



- Waimānalo Health Center Careers webpage <https://waimanalohhealth.org/careers>
- Malulani Eccleshall, MEccleshall@waimanalohhealth.org, (808) 954-7173

YOUR HEALTH CARE HOME

In 2022, Waimānalo Health Center surpassed state & national benchmarks on 72% of the metrics!



Access to care has contributed to our patients improving their health. Waimānalo Health Center has exceeded national standards in the following quality measures:

QUALITY MEASURE	WAIMĀNALO HEALTH CENTER	NATIONAL
Breast Cancer Screening	66%	50%
Controlling High Blood Pressure	75%	63%
Depression Screening & Follow-up	85%	70%
First Trimester Prenatal Care	93%	74%
Child & Adolescent Weight Assessment & Counseling for Nutrition & Physical Activity	87%	70%

Able to get appointments

87%

responded positively

I get called back quickly

79%

responded positively

Phone calls get through easily

83%

responded positively

Health Center hours work for me

95%

responded positively



It is a privilege and honor to be your health care home. Making sure you have access to our services is very important. Be it day or night, we are here to serve you. Contact your health care provider at 808-259-7948 or via Patient Portal. Or if you need us after hours, call Doctor's Answering Service Hawai'i (DASH) at 808-988-2188. At the Waimānalo Health Center, you are not just a patient; you are at the heart of the care team - part of the 'ohana.

Mission

Waimānalo Health Center is rooted in Native Hawaiian values and devoted to improving the health and wellness of all people, regardless of ability to pay, by providing comprehensive primary and preventive health care services of the highest quality.

Vision

Waimānalo Health Center is dedicated to the continuous advancement in quality healthcare while assuring universal access for all. We believe that our values of Aloha, Mālama I Ka Pono, Mālama I Ka 'Ohana, and Mālama I Ka 'Āina, enable our patient-centered healthcare home services to deeply focus on the shared role of healing oneself, 'ohana, community, and 'āina over generations.

Core Values and Guiding Principles

Our values at Waimānalo Health Center promote Hawaiian-centered diversity, equity, and inclusion by welcoming all members of the Ko'olaupoko community to access our holistic services ranging from traditional Hawaiian healing practices to Western medicine.

Aloha: We listen to people with our full attention, seeking to know them and understand their health care and wellness needs and aspirations for themselves, their family and community. We will respond, to the best of our abilities, as caring, compassionate, engaged, and professional partners in healthcare.

Mālama I Ka Pono: We know that quality healthcare starts with people's trust in our services and the excellence of our care for them and the resources entrusted to us to meet their needs. We are committed to maintaining their trust by treating people with respect and confidentiality, and by being open about our organizational practices and results, seeking to continuously improve our work.

Mālama I Ka 'Ohana: We believe that wellness embraces the whole family, and we welcome their participation in the healthcare of their loved ones. Our belief extends from the Ahupua'a of Waimānalo throughout Ko'olaupoko where we build the foundation for good health and wellness for everyone, and we seek collaborative partners who share our values and vision.

Mālama I Ka 'Āina: We understand the importance of one's sense of place and the holistic nature of health and wellbeing. Through integrative services we support the balance of body, mind, and spirit, while respecting one's cultural connectedness to the 'āina of Hawai'i. Ka Mauli O Ka 'Āina A He Mauli Kānaka: The Life of the Land is the Life of the People.



BENEFITS

- Health Benefits (Medical, Dental Drug, Vision) – Employee coverage paid by WHC
- Medical Waiver Incentive – Employees who waive medical insurance through WHC are eligible for a \$200 per month incentive.
- Employee Retirement Savings Plan 403(b) – Employer match 66.67% of employee contribution up to a maximum of 6% of employee wages after six months of employment.
- Eligibility for the National Health Service Corps Loan Repayment Program, which can provide awards up to \$50,000 towards student loan repayment for a two-year commitment or up to \$100,000 for a three-year commitment.
- Eligibility for the Hawaii State Loan Repayment Program, which can provide up to \$50,000 towards student loan repayment for a two-year commitment.
- CME Benefits - \$2000 per 1.0 FTE
- Flexible Spending Program
- Paid Holidays – 10 full days and 2 half days
- Paid Time Off (PTO): Accrual based on working 40 hours per week
 - 1 to 3 years – Max. Accrual = 120 hours
 - 3 to 8 years – Max. Accrual = 160 hours
 - 8 + years – Max. Accrual = 200 hours
- Paid Wellness Hours (2 hours per pay period based on FTE).
- Wellness Bucks – Up to \$200 annually.
- Bereavement Leave – Up to 3 paid days
- Hui Pū Kū Makahiki – Paid Employee Appreciation Day
- Jury Duty Pay – Up to 2 weeks
- Casual Dress Friday
- Longevity Benefit – Employee with 5 or more years of service are eligible for an annual bonus
- Tuition Assistance Program – Up to \$500 per year after 1 year of employment
- Discounted Medical, Dental and Vision services provided by WHC – Up to \$400 per year
- Employee Assistance Program (EAP)

- Group Term Life Insurance – Employee \$15,000, Spouse \$5,000, Children \$2,500
- Supplemental Group Term Life Insurance & AD&D Insurance
- Lifestyle benefits
- Free parking
- and more.....

QUALIFICATIONS

- High level of comfort in working with primary care medical providers using a consultative style in Integrated Behavioral Health Model.
- Ability to make quick and accurate clinical assessments of mental and behavioral conditions.
- Ability to work through brief patient contacts, including via telephone and teleconferencing.
- Ability to design and implement clinical pathways and protocols for treatment of selected mental and behavioral conditions.
- Ability to design effective psycho-education curricula and lead effective psycho-education classes.
- Ability to work effectively as a team, interfacing with patients, primary care providers, consulting psychiatrist and mental health specialists, as well as with administrative and support staff.
- Excellent working knowledge of clinical psychology and evidence-based treatments for mental health conditions.
- Good knowledge of psychopharmacology.
- Ability to exercise balanced judgment in evaluating situations and making decisions, and to handle difficult or confrontational situations in a calm, consistent, and equitable manner.
- Familiarity with utilization of electronic health record is preferred.
- Must be able to type efficiently.
- Ability to effectively represent Waimanalo Health Center's interests in the community and maintain effective working relationships among co-workers, public, private, and professional groups.
- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations.
- Ability to interact and communicate with clients, staff and community members in a culturally appropriate manner.
- Commitment to promoting the basic human rights, dignity, health and safety of clients and staff.
- Demonstrated respect for the choices and diversity of those served by the Waimanalo Health Center.
- Ability to maintain the highest standards of service quality, professional ethics, conduct and skills.
- Language requirements: English

CERTIFICATES, LICENSES, REGISTRATIONS

- Current Hawai'i licensure as a Licensed Clinical Psychologist.
- Two-Step Tuberculosis (TB) clearance is required.
- Proof of vaccination against COVID-19 is required.