



San Antonio Council on Alcohol & Drug Awareness

<https://sacada.org/job/licensed-chemical-dependency-counselor/>

Licensed Chemical Dependency Counselor (LCDC)

POSITION DESCRIPTION SUMMARY:

The LCDC is responsible for providing comprehensive evidenced based substance use treatment services to individuals with a Substance Use Disorder (SUD) according to SACADA's mission and the Texas Administrative Code (25 TAC §448). The LCDC will work directly with the youth and adult SUD population. The LCDC will work with other services providers to deliver prevention and intervention services as needed. This position is grant funded.

CORE DUTIES:

- Conduct initial screenings and comprehensive substance use assessments (e.g., ASAM, DSM-5TR criteria).
- Facilitate group and individual counseling sessions using evidence-based practices (e.g., Cognitive Behavioral Therapy, Motivational Interviewing, Seeking Safety) both virtually and in office.
- Develop and implement individualized treatment plans in collaboration with clients, incorporating recovery goals and discharge planning.
- Collaborate with recovery coaches, case managers, and other service providers to ensure coordinated care.
- Provide crisis intervention and referrals to higher levels of care when appropriate.
- Learn and thoroughly understand the philosophy of SACADA, its programs, services and resources available to clients, families, and children.
- Provide education and support related to mental health, including but not limited to substance use, trauma, and their impacts.
- Facilitate contacts with other organizations and partners to promote learning of social and recreational skills, create community, and acquire a sense of belonging.
- Maintain accurate and timely documentation of all services provided, in accordance with agency policies and TAC 448 requirements.
- Maintain ethical standards and confidentiality per federal and state guidelines (42 CFR Part 2, HIPAA).
- Other duties as assigned.

EDUCATION/WORK EXPERIENCE:

- Bachelor's degree or higher in a behavioral health or related field (e.g., Social Work, Psychology, Counseling, Sociology, or Public Health). Master's Degree or LCDC preferred.
- Current Texas LCDC license in good standing.
- Bilingual (English/Spanish) strongly preferred.
- Familiarity with HHSC, SAMHSA, or grant-funded program compliance.
- Prior experience working in outpatient or intensive outpatient settings.
- A minimum of (3) years demonstrated experience in client case-management; A minimum of (3) years demonstrated experience in conducting presentations, group facilitation, training, or teaching adults.
- Extensive knowledge in Substance Abuse Education and Chemical Dependency.

Hiring organization

San Antonio Council on Alcohol and Drug Awareness

Employment Type

Full-time

Job Location

7500 US Hwy 90 West, Ste. 201,
San Antonio, TX 78227

Base Salary

\$ 55,000 - \$ 60,000

Date posted

June 11, 2025

- Demonstrated knowledge of community-based social and human services systems.
- Experience working with the SUD/ODU population seeking treatment, and culturally diverse populations. Working knowledge and understanding of Criminal Justice System a plus.
- Excellent Oral, Written, and Case Management Skills required.

SKILLS AND KNOWLEDGE (will receive training in these areas):

- Harm Reduction Strategies, Overdose Prevention, the Stage of Change Theory, Motivational Interviewing, Contingency Management, Cognitive Behavioral Techniques, Principles of recovery from SUD or mental illness.
- Case Management activities and knowledge of community resources for social support.
- Knowledge of mutual-help groups, their functions, values/beliefs and how to access.
- Ethical standards related to peer mentoring, including boundaries in relationships.

ADDITIONAL REQUIREMENTS:

- Must be able to lift, pull, and carry up to 30 lbs.
- Must have reliable transportation and provide your own transportation to and from schools and community assignments. Must have current insurance on vehicle that will be used for work.
- Willingness to submit to pre-employment drug screen.
- Must be able to work occasional outdoor activities and handle outdoor environmental elements.
- Must be willing to work nights and weekends when needed.

In addition to the above, the LCDC shall demonstrate a commitment to the philosophy and goals of the San Antonio Council on Alcohol and Drug Awareness and a level of energy commensurate with the Council's expectations.

HOURS: 40 hours per week. This position may require some weekend and after-hours work.

TRAVEL: Local travel required (10-15%), Out of Town travel required (10%).

The LCDC will be reimbursed for his/her local travel at the rate per mile as dictated by Grant Contract. Approved out of town travel for the Council's purposes will be fully reimbursed.

BENEFITS TO INCLUDE: Paid holidays, Personal Quarterly Days, Annual Leave, Sick Leave, Retirement Plan, Health Benefits (after 60 days introductory period), Great work/life balance.