

Preferred Behavioral Health Group

422 employees

Lakewood, Ocean County

Company Profile

Preferred Behavioral Health Group is a behavioral healthcare organization located primarily in Ocean County. The organization provides counseling, substance abuse and mental health services, senior citizen programs, and Employee Assistance Programs (EAPs).

Interview

Dottie Kocak, HR Director. Preferred Behavioral most commonly hires case managers, whom they prefer to have a social work or psychology degree plus 2 years of experience. In addition to recruiting online through Indeed, Preferred Behavioral recruits case managers through university job fairs, though they prefer to hire alumnae rather than recent graduates since they are more likely to have practical, relevant work experience. They offer college student internships and often work with students from nearby Georgian Court University and Monmouth University.

They also hire therapists and clinicians on fee-for-service bases. They face unique challenges in hiring clinicians. Clinicians normally have other jobs and work for Preferred Behavioral on the side. Additionally, under the provisions of grants received from the Division of Mental Health and Addiction Services (DMHAS), they must hire clinicians licensed in New Jersey, which narrows the qualified talent pool.

To attract qualified talent, the organization has an employee referral program. Employees providing referrals will receive bonuses if referred new hires stay at Preferred Behavioral for six months. Employees will receive \$500 per referral for new hires with a Bachelors degree or higher, \$100 per referral for new hires without a Bachelors degree, and \$100 for fee-for-service employee referrals. Internal newsletters sent to employees will list available positions.

Preferred Behavioral tries to attract talent by offering generous benefits. They have an EAP and offer a retirement plan, health benefits, and a very generous time off package.