

Youth Uprising

IMMEDIATE JOB OPPORTUNITY

Seeking: **Licensed Masters/Doctorate Level Mental Health Supervisor**



Reports To: Chief of Programs

Compensation: Full-time, Commensurate with experience. Full benefits.

Position Title: **Health and Wellness Director (Mental Health Supervisor)**

About Youth UpRising

Youth UpRising (YU) exists to build healthy, economically robust communities in East Oakland and the surrounding county by harnessing the leadership of young people, improving the systems that most impact their lives and advancing community development.

Since opening in 2005, YU has gone from eight to nearly eighty staff, emerging as East Oakland's leading community transformation engine, praised as a national model by Attorney General Eric Holder in 2010. Housed in what was once an abandoned supermarket, YU is now a 25,000 square-foot state-of-the-art community transformation center annually serving about 3000 unduplicated Alameda County youth, ages 13-24. With a campus that includes an onsite health clinic, an internet café and a multimedia center, YU offers core programming in four areas: career and education, health and wellness, civic engagement, and art and expression. YU also operates a social enterprise hub that creates jobs and provides industry-specific training in high-growth sectors that facilitate a young person's transition into the workforce and nurture career opportunity.

While YU's mission is to cultivate community transformation, East Oakland is at the epicenter of the violence and poverty shaping the poor outcomes and disparaging perceptions plaguing Oakland and Alameda County. Yet Youth UpRising's work is grounded in the belief that by providing comprehensive services and supports for the community's most at-risk young people and engaging them as partners in improving the community, we can create healthy eco-systems that can change the place without displacing the people.

For more information about Youth UpRising go to: www.YouthUpRising.org

The Opportunity

Youth UpRising offers the successful candidate an opportunity to join a dynamic organization with a compelling mission and a successful track record of attracting, engaging and serving a high-risk population in strategies for personal, professional and community transformation.

In joining YU's staff, the successful candidate will become part of a high-performing, warm, diverse team that includes people indigenous to the community, those who are deeply committed to social change, and youth within our target population who help to keep the organization attuned to the current realities of youth culture.

The new Health & Wellness Director (HWD) will be positioned for success and ongoing professional growth, as YU develops the programs and practices that will position us to become a national leader in youth leadership development and urban community transformation.

Health and Wellness Director - Position Summary

Youth UpRising is seeking a culturally-adept, **LICENSED Psychologist, Clinical Social Worker (LCSW), or MFT able to provide supervision for unlicensed staff**, and will be responsible for (1) hands-on internal leadership and management of YU's health and wellness services and staff, (2) forging productive community relationships with internal and external partners, and (3) contributing to and articulating a comprehensive philosophy and strategy for health and wellness programming at YU, in alignment with our mission and core operating values.

The Health and Wellness Director will implement tools and processes for effective supervision, development and evaluation of our health and wellness programs and program staff. The Director will manage the departmental budget and oversee compliance as well as effective data-collection and reporting. With strong relational and organizational skills and culturally relevant clinical experience, the Director will lead and manage the provision of comprehensive and culturally accessible mental health services to youth and young adults and their families.

The Health and Wellness Director reports to the Chief of Programs, supervises all Health and Wellness Staff and works as part of a passionate and strategic Program Team. Successful candidates will be self-motivated with a proven commitment to urban youth, and the ability to work effectively within a context that requires flexibility, a sense of humor and capacity to flourish in a fast-paced, deadline-driven environment. This leadership position requires someone whose passion for Youth UpRising's vision is matched with well-honed clinical skills and the capacities to equip others and to ensure successful achievement of measurable outcomes by YU members, the department and the organization as a whole.

Primary Responsibilities

Direct Services and Programming

- Provide direct clinical supervision to unlicensed Masters level therapists.
- Ensure excellent and appropriate mental health services through effective **supervision** of clinicians, interns and non-clinical case managers.
- Develop **programs and protocols**. Support the development and implementation of quality assurance standards and best practices for initial and on-going services.
- Provide general **program oversight** including fiscal reporting requirements and contract management with Alameda County; vet other possible funding sources.
- Ensure **departmental compliance** with established departmental policies and procedures, objectives, quality assurance program, safety, environmental, infection control, and customer service standards.
- **Assess, plan, implement and evaluate clinical interventions and treatment plans** for adolescents to help meet mutually agreed upon goals.
- **Provide individual, group, family therapy** and **crisis intervention** utilizing a variety of different theoretical orientations.
- **Coordinate services** among community-based service providers, school systems and other relevant systems by consultation and collaboration.
- **Maintain documentation standards** adhering to professional licensing boards and as required by contract.
- **Advocate for young people** as they navigate educational, justice, health and other systems; and within the community.

Partnerships

- Identify and develop opportunities for **collaboration and trainings with and for other YU departments**. Participate in outreach activities in order to promote mental health services. Participate in center-wide programming, events, activities and retreats.
- Participate in **multidisciplinary case conferences** and other forums, providing assistance and consultation on adolescent mental health.
- Coordinate services with all **YU Health and Wellness partners** such as Children's Hospital/Castlemont Clinic and Upaya Center for Wellbeing.
- Liaison to **Castlemont Community of Small Schools**.
- Support coordination of services among **mental health providers** through collaboration and consultation.

Strategy and Leadership Development

- Work with the Chief of Programs to develop, articulate, and oversee implementation of a **strategic direction** for YU's Health and Wellness programming, ensuring outcomes are aligned with YU's vision and mission.
- Expand and shape YU's health and wellness **philosophy and practices** while incorporating (1) existing health challenges faced by our Members, (2) best practices regarding partnerships with existing health care institutions and organizations, and (3) creative thinking about alternative health and wellness strategies. Assess and grow existing health and wellness programs to build capacity.
- Identify opportunities for YU to grow as a known leader in the field of **youth leadership development** and build strategies to take advantage of these opportunities.
- Develop leadership capacity of **Health and Wellness Department staff**. Coordinate and provide in-service training as needed. Ensure attraction, retention and development of Health and Wellness staff.
- Serve as a leadership development resource for staff and members **throughout YU**.
- Support organizational best practices regarding meaningful **engagement of young people** in organizational development.
- *Other duties as needed and assigned.*

Qualification and Competency Requirements

Positional Competencies – required for our Health and Wellness Director

- **CLINICAL LICENSE AND EXPERIENCE** – Experience as a **licensed professional able to provide supervision for unlicensed staff**. Graduate degree in psychology, social work, counseling or a related field. Strong clinical expertise with adolescents and young adults.
- **FIELD KNOWLEDGE** - Knowledge of Alameda County community agencies and resources for adolescents and families.
- **INTERDISCIPLINARY EXPERIENCE** – Proven ability to work as a part of a multidisciplinary team.

- **STRONG COMMUNICATION SKILLS** – Exceptional oral and written communication skills including the demonstrated ability to research, assimilate and analyze information, compose documents, and present data in a clear and concise manner to appropriate audiences, including the ability to effectively present information to top management, program staff and/or Board of Directors.
- **AVAILABILITY** for occasional evening and weekend work.
- **BILINGUAL** Spanish/English speaker is a plus.

Managerial Competencies – required at YU for those who manage others

- **LEADERSHIP** - Visionary • Articulates goals and objectives and their value • Acts as a positive catalyst for change • Models desired behaviors • Able to inspire and organize others • Builds on strengths and facilitates growth in areas of weakness • Seeks input, assesses risks and makes decisions • Problem-solving approach to challenges.
- **PATIENCE** - Able to maintain composure and endure under difficult circumstances • Compassionate, especially regarding long-term challenges • Able to withhold judgment/conclusion and take time to inquire into the causes of a situation • Able to manage expectations and measure success over the long-haul.
- **INSIGHT/DISCERNMENT** - Able to acutely observe and insightfully perceive a situation and/or character • Emotionally intelligent and able to reflect on feelings, motives and needs • Demonstrates good instincts regarding long-term impact and implications.
- **PROFESSIONALISM** - Adheres to the highest ethical and organizational standards • Best-practice approach to work • Dependability, rooted in a reliable continuity of presence, principles and actions • Continuously seeks excellence in what we do and how we do it.
- **SENSE OF HUMOR** - Able to be real • Able to see the lighter side of difficult situations • Ready to laugh.
- **MOTIVATIONAL POWER** - Able to articulate goals, build excitement and motivate others to do their best • Able to move people beyond their comfort zone and inspire them to take strategic risks • Elicits other people's realization of their maximum potential • Motivates people to be phenomenal team members • Instills a sense of ownership and investment in the larger vision • Delegates and builds the leadership of others • Inspires others to go 'over and above' and feel good about *other duties as needed and assigned*.

Core Competencies - required of all staff for successful performance at YU.

- **HIGH PERFORMANCE** - Strong work ethic • Results oriented • High energy • High integrity • Reliability • Committed to Excellence • Takes initiative and gets things done • Demonstrated success in an entrepreneurial setting, with the ability to think strategically while executing tactically within a resource-constrained environment.
- **ORGANIZATIONAL SKILLS** - Detail oriented • Tracks results • Demonstrates good work habits • Effectively uses their and other people's time • Comes to tasks/meetings well prepared • Has basic computer skills • Develops efficient systems, processes and tools.

- FLEXIBILITY - Adapts to new information or circumstances • Willing to wear many 'hats' to get the job done • Creative in troubleshooting and finding solutions • Able to flourish in a fluid environment.
- POSITIVE ATTITUDE - Able to maintain composure, hope and a sense of humor amid challenges • Able to remain positive and see solutions among difficult issues • Stamina • Able to manage and diffuse stress.
- SOCIAL SKILLS - Able to work with a wide variety of people • Able to communicate with respect and clarity • Open to different viewpoints • Able to disagree without animosity • Self-aware • Compassionate • Collaborative • Able to give and receive candid feedback • A role model.
- CRITICAL THINKING - Thinks interdependently, framing the goals of one department/project within the entire vision • Sees current issues and challenges within a broad framework • Makes decisions that have the greatest long and short term positive impact • Thinks 'outside the box' – beyond given paradigms • Able to access resources (money, people) to advance solutions • Able to reflect on and improve both content and delivery • Open to developing awareness of the structural factors (socioeconomic context) impacting our communities.

Start Date: Applications accepted until position is filled.

Compensation: Competitive, commensurate with experience. Full benefits.

How to Apply: Email resume and cover letter with recent salaries and four professional references to jobs@youthUpRising.org. Include "MHD – [Your Name]" in the subject line.

Youth UpRising is an Equal Opportunity Employer.

Youth UpRising strives to reflect the diverse community it serves.

Applicants who contribute to this diversity are strongly encouraged to apply.