



Clinical Director

Program: Rafiki Coalition for Health & Wellness (Mental Health)

Reports to: Executive Director

FLSA: Full-time, Exempt (Monday-Friday, 40 hours/week)

Salary: \$125,000 - \$135,000

Rafiki Coalition for Health and Wellness is seeking a behavioral health Clinical Director to join our team. Our Clinical Director will provide leadership and direct supervision and crisis consultation, community and staff trainings to meet the behavioral/emotional needs of our community members. The Clinical Director ensures support of all our mental health programs increasing culturally-congruent practices and interventions for Black/African American San Francisco residents.

We seek mission-driven, passionate candidates from backgrounds that represent the clients being served. We are looking for candidates who have doctoral level behavioral health expertise and a demonstrated commitment to fostering anti-racist practice, racial justice, and behavioral health equity. We focus on creating an environment of inclusion and belonging for our workforce and to create a team that reflects the diversity, including majority Black/African American, of San Franciscans, served in our innovative programming.

Essential Duties Include, but are not limited to:

- Support the Executive Director in implementation of new outreach and engagement practices for community clients including those who are currently underserved by the County mental health plan.
- Implementation of culturally adaptive practices that increase client satisfaction, efficacy, and retention.
- Implementation of practices that foster an environment of inclusion and belonging
- Direct the day-to-day operations of the program and implements programmatic and administrative policies and procedures to attain program goals and objectives
- Supervise service staff, evaluate employee performance, and makes recommendations for human resources actions
- Provide leadership for and supervision of the clinical and behavioral health team
- Work with the team and external partners to create program templates, workflows, policies, and procedures
- Provide direct services including behavioral health assessment, counseling, and case management
- Ensure the team provides services in an integrated model of mental health, SUD, and primary care
- Provide crisis intervention services, as needed
- Ensure the team works from a framework of racial equity, harm reduction, and motivational interviewing when working with clients with co-occurring disorders
- Facilitate groups for the treatment of depression and anxiety
- May perform outreach visits to client's homes or hotels when necessary
- Provide linkage to community resources requiring familiarity with community resources to obtain supportive services to enhance client functioning and quality of life
- Effectively perform all clinical case documentation within standards and oversee the documentation of staff under supervision



Minimum Required Qualifications:

- Doctoral level – Psychologist, or Doctorate in Counseling, Social Work, or related field, from an accredited university
- Current BBS or Board of Psychology licensure or registration
- Three years of direct services experience in providing behavioral counseling to underserved/unserved adults, children & families
- Excellent interpersonal skills; ability to interface professionally with a diverse, multi-cultural, and interdisciplinary staff at all levels
- Clinical expertise in crisis intervention, skill in working with the mentally ill population, and with individuals undergoing acute episodes of psychiatric distress; skill in diagnosis and assessment
- The ability to work as part of a comprehensive community mental health team and to represent the agency in the community
- Skills in supervising, evaluating, and disciplining staff of professionals and paraprofessionals
- Familiarity with community support systems, health care and human service resources, court and police activities, etc.
- Flexibility in days and hours available for scheduled work including weekends
- Knowledge of and the ability to adhere to a professional code of ethics
- Knowledge of and the ability to comply with the state's mental health code
- Ability to delegate and supervise tasks as required
- A good understanding of budget and resources planning budgeting

Other Preferred Qualifications

- English required. Fluency in other languages preferred Spanish, Cantonese, and Mandarin a plus
- Knowledge of the mental health, social and cultural needs of Black/African American communities
- Previous experience working with the Black/African American community.
- Previous experience and knowledge of working with people during the perinatal phase (pregnancy and postpartum), maternal and infant health/well-being
- Knowledge of and experience with a range of interventions for maternal, infants, and families exposed to emotional and physical trauma
- Group facilitation skills
- Ability to form therapeutic relationships with a diverse cultural, and racial population.
- Culturally competent clinical skills, must possess a valid driver's license and have access to a private vehicle

PHYSICAL REQUIREMENTS:

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to lift up to 15 pounds at times
- San Francisco location

To Apply: Send resume w/cover letter to both; Khackett@rafikicoalition.org. Please include in the subject line: Clinical Director Applicant