



Job Announcement

Rafiki Coalition for Health and Wellness

Website: www.rafikicoalition.org

601 Cesar Chavez Street
San Francisco, CA 94103

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.

Job Title: Clinical Mental Health Director

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

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

Salary: \$125,000 Exempt Base Rate

Benefits: Health insurance, sick, vacation, 401K, Life Insurance, Pre-tax Flex Plan and Hybrid schedule ability

To Apply: Send resume w/cover letter to both; mlesarre@rafikicoalition.org & lamonica@rafikicoalition.org. Include in the subject line: Clinical Director Applicant

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. Duties to include but are not limited to the following:

1. Supporting 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.
2. Implementation of culturally adaptive practices that increase client satisfaction, efficacy, and retention.
3. Implementation of practices that foster an environment of inclusion and belonging.



Job Announcement

Essential Duties Include, but are not limited to:

- Directs the day-to-day operations of the program and implements programmatic and administrative policies and procedures to attain program goals and objectives.
- Supervises the service staff, evaluates employee performance, and makes recommendations for human resources actions to the Executive Director
- Makes programmatic and administrative recommendations to the Clinical/Executive Director in accordance with the agency/program goals and objectives
- Provides leadership for and supervision of the clinical and perinatal behavioral health team.
- Works with the team and external partners to create program templates, workflows, policies, and procedures.
- Provides direct services including behavioral health assessment, counseling, and case management to a caseload of pregnant/expecting Black/African - American families.
- Ensures the team provides services in an integrated model of mental health, SUD, and primary care.
- Provides crisis intervention services, as needed
- Ensures the team works from a framework of racial equity, harm reduction, and motivational interviewing when working with clients with co-occurring disorders.
- Facilitates groups for the treatment of depression and anxiety.
- May performs outreach visits to client's homes or hotels when necessary.
- Provides linkage to community resources requiring familiarity with community resources to obtain supportive services to enhance client functioning and quality of life.
- Effectively performs all clinical case documentation within standards and oversees 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.
- One year of supervisory/management responsibilities.
- Excellent interpersonal skills; ability to interface professionally with a diverse, multi-cultural, and interdisciplinary staff at all levels.
- Ability to work effectively & function independently. 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.
- Ability to work as part of a comprehensive community mental health team and to represent the agency in the community.



Job Announcement

- 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.
- Good organizational skills and administrative abilities.
- 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 work effectively & function independently.

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.
- Is located in the Bay Area and works in office minimally three days a week.