



Homeboy Industries
Director of Mental Health and Wellness Services

POSITION TITLE: Director, Mental Health and Wellness Services

REPORTS TO: Chief Program Officer

DUTIES AND RESPONSIBILITIES:

The **Director of Mental Health and Wellness** for Homeboy Industries downtown Los Angeles Headquarters leads and oversees holistic care for former gang-members and those recently released from local, state, and federal detention centers. The Director provides clinical organizational direction and day-to-day programming. The Director also provides services to address the multi-faceted needs of recovering gang members. The Director will design and develop a continuum of care to address the impact of complex trauma, provide psychiatric support, and reduce domestic violence and substance use disorder/addiction. The Director implements traditional and non-traditional pathways to healing.

The Director of Mental Health and Wellness works with and across departments serving trainees in our 18-month program, and provides a clinical framework to the Case Management and Peer Navigator teams that comprise a “Secure Base” for our clients. Additionally, the Director leads and oversees all clinical and administrative activities of our Mental Health and Substance Abuse offerings by monitoring quality assurance and assessing program effectiveness. The Director leads and supervises clinical staff, interns, and volunteers.

RESPONSIBILITIES INCLUDE:

- Oversees all Mental Health, Domestic Violence, and Substance Abuse services, programs, and staff.
- Identifies and implements clinical and management strategies to ensure the delivery of culturally empathic care and program development.
- Ensures that trauma-informed best practices are implemented across all services.
- Leads clinical decision-making, with a focus on risk assessment and mitigation.
- Oversees psychiatric services and treatment planning.
- Leads and supervises organizational crisis response.
- Oversees clinical supervision of pre-licensed staff and interns.
- Oversees quality assurance via thorough maintenance of program paperwork, documentation, record keeping, and billing procedures.
- Writes, reviews, and edits reports.
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- Supervises clinical assessment and treatment of clients referred to the Mental Health Department at Homeboy Industries
- Facilitates weekly inter-disciplinary meetings and clinical case conferences.
- Supports organizational training, direction, and implementation of best practices
- Recruits, vets, and manages volunteer therapists
- Other duties as assigned

QUALIFICATION FOR POSITION:

- Masters, Ph.D., or PsyD
- California licensed practitioner in Social Work, Family Therapy, Psychology
- 5+ years of experience as a clinical supervisor
- 5+ years management exp
- Expertise in cross-cultural and culturally empathic clinical practices.
- Expertise in managing and implementing trauma-informed care in a clinical setting
- Experience with at-risk or gang-impacted youth and/or adults in a clinical setting
- Experience interfacing with other service entities such as DMH, DPSS, Probation, DCFS, LAUSD, Hospitals, Domestic Violence crisis centers, Dual Diagnosis treatment programs, etc.
- Mission-driven person with strong work ethic
- Ability to relate sensitively to persons of diverse ethnic and socio-economic backgrounds
- Able to multi-task and work in a timely and accurate manner
- Able to meet program goals and deadlines

SKILLS AND KNOWLEDGE REQUIRED:

- Working knowledge of the criminal justice system
- Practical knowledge of the DSM V and cultural influences on diagnosing
- Practical knowledge of community violence and its impact on human development
- Strong communication and organizational skills
- Computer skills
- Working knowledge of DMH contracting and programs a plus
- Bilingual, Spanish-speaking a plus