ORGANIZATION SUMMARY:

CHAC’s mission is to improve lives and strengthen communities through culturally responsive mental health services in Northern Santa Clara County.

CHAC’s school-based program provides support for students whose academic or social success is impaired by mental health challenges. The goal of the program is to enable the student to maximize their academic opportunity in the classroom. The program addresses a variety of emotional problems that affect children and teens, and cause stress within their classroom. These problems can include bullying, aggressiveness, loneliness, school anxiety, substance, physical or psychological abuse, suicide prevention, economic hardship, and any other crisis or situation that may produce destructive behavior. All of CHAC’s programs are designed to protect young people from high-risk behaviors while building personal assets - such as school success, valuing diversity, maintaining good health, and delaying gratification - that will ensure that they have the greatest chance for success in life. We touch nearly 20,000 lives annually by providing mental health counseling for students, families and individuals. CHACs therapists are comprised of PhD'/PsyDs and MFT/PCC’s who provide counseling, groups and social-emotional learning services to 35 elementary, middle and high schools and help create better classroom environments for all students.

JOB SUMMARY:

CHAC seeks a dynamic, talented, and motivated individual to be the Director of School Based Services. This is a unique opportunity for a culturally attuned individual to provide strategic direction to meet school district needs through efficient, streamlined internal organizational processes. The organization has all of the necessary ingredients for growth and success, and now we are looking for a Director of School Based Services to take this organization to the next level.

This position provides the development, implementation and evaluation of current and long-range goals to support student academic advancement and identifies opportunities for improvement in order to ensure our school services continually meet high excellent and ethical standards.
Under the direction of the Executive Director, the Director of School Based Services is responsible for the overall leadership, strategic direction and management of school services, including program planning, daily operations, implementation of department procedures, staff supervision. As a member of the leadership team and representative of the clinical of the agency, this position contributes to achieving the overall mission of the agency and delivery of positive community mental health outcomes.

**JOB RESPONSIBILITIES: Leadership/Management**

- Provides strategic direction of the program to achieve stated objectives
- Oversees the recruiting, hiring, orientation, evaluation, training and supervision of all staff, volunteers, and interns assigned to school programs to meet program goals.
- Supervises staff; develops program policy and procedure; participates in relevant committees; establishes and maintains an on-going evaluation of program effectiveness and clinical intervention as needed.
- Forms a highly effective team to accomplish the assigned programs to meet short and long-term goals.
- Delegates decision-making and responsibility to the appropriate level and provides the necessary information and direction.
- Ensures resources and systems are in place to support the training and continuous learning of staff.
- Represents the Agency on matters relating to the programs at meetings with other private and public agencies.
- Interfaces with related community agencies and attends meetings as scheduled
- Oversees the development of new school programs
- Works cooperatively with other internal departments at CHAC as well as outside agencies to analyze problems, identify alternative solutions, project concerns of proposed actions, and implement recommendations in support of goals
- Coordinates the preparation of the department budget in liaison with the Director of Finance and monitors expenditures for the approved operating budget
- Administers service commitments for the department with school districts
- Maintains high staff levels by ensuring a culturally competent safe work environment; developing personal growth opportunities; promoting advocacy and a motivational environment where the agency works as a cohesive unit.
- Develops schedules, assigns and monitors work; gathers resources; resolves operations problems; maintains reference manuals; implements new procedures.
- Advanced technology knowledge of systems and platforms
Program Quality, Compliance and Reporting

- Measures progress against plans and stated goals as it applies to program outcome activities.
- Ensures reporting methods consistent with CHAC’s procedures to ensure that data and other information gathered is accurate and reported in a timely manner.
- Collaborates with Director of Quality Assurance to develop program protocols and ensures that program elements consider ethical or regulatory standards.
- Evaluates the results of overall program operations regularly and systematically, and reports results to the Executive Director and others as appropriate.
- Captures, reviews, and analyzes program service statistical and outcome data to provide useful information for assessing performance.

QUALIFICATIONS:

- California licensed LMFT, LCSW, or Psychologist
- Commitment to community or public mental health models for service delivery
- Excellent communication with colleagues, staff, and external partners to skillfully establish connections with universities, schools, community groups
- Demonstrated success with program development including budget, contract creation and maintenance of service levels preferred
- Demonstrated successful management experience with complex systems
- Experience working with multidisciplinary teams using a systems model
- Minimum five years providing mental health services to children and families
- Experience directly supervising mental health clinicians
- Experience working with diverse populations and in a diverse setting.
- Working knowledge of the mental health system in Santa Clara County and public school systems
- Ability to represent the agency and department to a wide variety of external entities
- Strong interpersonal skills with the ability to work effectively with multiple levels and titles

JOB TYPE:

- Full time/Part time
- Compensation commensurate with experience
- Position is temporarily remote. Permanent job location is Mountain View, CA.

Please send resume via email and dates of availability to: hr@chacmv.org

CHAC is an Equal Opportunity Employer and will not discriminate against any person based on race, religion, national origin or gender in violation of Title VII. CHAC
prohibits discrimination against employees, applicants for employment based on age, race/color, disability, marital status, national origin, religion, gender identity, sexual orientation, familial status, genetic information or veteran’s status. CHAC is an Equal Opportunity Employer and will not discriminate against any person on the basis of race, religion, national origin or sex in violation of Title VII. CHAC prohibits discrimination against employees, applicants for employment on the basis of age, race/color, disability, marital status, national origin, religion, sex, gender identity, sexual orientation, familial status, genetic information or veteran’s status.