



**JOB ANNOUNCEMENT  
DIRECTOR OF SOCIAL SERVICES  
Policing Alternatives & Diversion Initiative**

*November 2021*

The Policing Alternatives & Diversion (PAD) Initiative seeks a **Director of Social Services** to lead intensive community-based engagement and case management services using a harm reduction and housing first approach. The Director of Social Services will supervise the PAD Care Navigation Team and Street Engagement Team, which includes 30 case management staff, licensed clinical social workers, and certified peer specialists. The Director will provide strategic leadership for PAD direct services, including guiding internal policies and procedures, facilitating partnerships with a wide variety of public and private agencies, and advocating for the needs of people who are experiencing substantial barriers related to mental health, substance use, homelessness, extreme poverty, and criminal legal issues.

**Responsibilities:**

- Provide direct supervision and support to two Care Navigation Supervisors and 6-person Street Engagement team (LCSW & CPS pairs);
- Provide clinical supervision to all clinical staff, including 3 LCSW and others as assigned;
- Work collaboratively with multi-disciplinary team, including clinical and non-clinical staff and those with lived experience, to develop and operationalize policies and practices that support person-centered, strength-based relationships of care that reduce the harms of punitive systems;
- Implement ongoing coaching, training, and advocacy to ensure alignment with principles of harm reduction, housing first, and social justice internally and with external partners;
- Recruit, develop and maintain partnerships to establish contracted support and/or referrals to behavioral health, housing, employment, and other social service providers for PAD participants, including managing MOUs, conducting site visits, and advocating on behalf of participants;
- Supervise data tracking, reporting and evaluation of all direct service activities, including electronic case management records in Apricot database, HMIS/Client Track, and specific reporting requirements for state and federal grants;
- As a member of the PAD Leadership Team, contribute to organization policies, practices and culture, and development and documentation of the PAD model in collaboration with a multi-disciplinary staff;
- Work to increase and ensure cultural competency (including racial, cultural, gender identity and sexual orientation) among PAD's stakeholder agencies and communities;

**Qualifications:**

- LCSW or related licensure required;
- Minimum of five years' experience in a leadership position in the fields of behavioral health, social services, or homelessness;
- Minimum of five years' experience in direct supervision of case managers or related positions;
- Demonstrated commitment to the principles of harm reduction, housing first, and social justice;
- People with lived experience of incarceration, recovery, homelessness, and those who identify as Trans or LGBTQ strongly encouraged to apply.

PAD provides a starting salary of \$85,000, comprehensive benefits, and a strong vacation policy in a people-centered environment.

**APPLICATION:**

- 1) A cover letter which:
  - a) Describes what you have learned from the communities that you have worked with and how that has shaped your approach.
  - b) Describes your supervisory experience and what skills you would bring to supporting a multi-disciplinary team working with people in crisis;
  - c) Describes a policy that you have implemented that demonstrates your understanding of Harm Reduction;
- 2) A resume
- 3) Three references, including a former supervisor

**DEADLINE:** Applicants reviewed daily

**SUBMISSION:** Send in PDF format to [jobs@atlantapad.org](mailto:jobs@atlantapad.org)

**APPLICATIONS WHICH DO NOT MEET THESE REQUIREMENTS WILL NOT BE REVIEWED.**

*The Atlanta/Fulton County Pre-Arrest Diversion Initiative, doing business as Policing Alternatives & Diversion Initiative is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, military status, age, qualified handicap or disabled status. We are committed to providing a workplace free of any discrimination or harassment.*