

Job Description

Behavioral Health Manager

Program Overview

The South Pittsburgh Coalition for Peace (SPCP) and Allegheny County Department of Human Services (DHS) has selected Divine Intervention Ministries (DIM) as the implementing agency for the South Pittsburgh's **Achieving Change through Transitional Employment Services (ACTES)** program an initiative adapted from **Heartland Alliance's READI-Chicago** model.

The **South Pittsburgh-ACTES** program is a paid, transitional jobs program that identifies individuals at high risk of involvement with violence and provides them with training, skill development and cognitive behavioral interventions to support their success in the workplace. The program focuses on young adults between the ages of 18 to 34, residing in South Hilltop, Mount Oliver Borough, and Pittsburgh's Allentown, Beltzhoover, Knoxville and Carrick neighborhoods.

Role Overview

The Behavioral Health Manager leads the development and implementation of the program's cognitive behavioral programming. This position will be responsible for overseeing the delivery of CBI to groups of program participants via direct facilitation, as well as training, monitoring, and coaching frontline non-clinical staff in CBI group facilitation and trauma-informed care practices.

This position requires prior experience working with high-barrier populations and a commitment to cultural humility and harm reduction.

Essential Functions and Responsibilities

- With guidance from the Program Director, manages and oversees the delivery of CBI across program.
- Lead facilitator of CBI groups for participants modeling trauma-informed approaches with co-facilitation support from frontline staff.
- Train frontline staff in CBI for their self-use for delivery with program participants
- Provide ongoing coaching and mentoring to non-clinical staff delivering CBI and other behavioral health and wellness interventions to participants.
- Create and lead learning community of frontline staff tasked with delivering CBI skills to participants in both group and individual format.
- Continually assess staff knowledge and comprehension of CBI skills and underlying concepts
- Provide regular feedback to staff (formal and informal) on CBI facilitation skills to ensure quality services and ensure fidelity to the model.
- Develop standardized means of assessing staff and participant comprehension, retention, and utilization of CBI skills, train non-clinical staff in assessment methods.
- Use data to assess CBI facilitation performance. Provide technical assistance to improve performance and modify service provision as needed to achieve the best possible outcomes for program participants.
- Work with program staff to tailor CBI curriculum to best fit population served and align with other program content.
- Complete relevant program data and record keeping as necessary in a timely manner.

Behavioral Health Services for Participants

- Complete behavioral health intakes and clinical assessments as needed, maintain progress notes and other relevant program data and record keeping as necessary in a timely manner.
- Maintain small caseload of individual participants who meet target criteria and conduct individual therapy.
- Facilitate referrals and warm handoffs for participants in need of external behavioral health services as needed.
- Assist with facilitation of process and skill building groups with participants, survivor support groups and other groups as assigned.
- Provide presentations and training to staff and community partners as needed.
- Assist with the development and integration of trauma-informed policies, practices, and services for participants.
- Conduct outreach to community providers, families, and significant others to gather additional information for behavioral health and wellness service planning.
- Provide services in a culturally humble and responsive manner.

Staff Support Function

- Model and provide consultation to staff in all aspects of the therapeutic work with participants such as crisis intervention, life coaching, and problem solving.
- Be available to provide emotional support to staff related to shooting responses and other on-the-job trauma exposure as needed.
- Assist with facilitating process groups, presentations, and training to staff and community partners, including CBI.
- Provide services in a culturally humble and responsive manner.

Qualifications:

- Master's degree in psychology, social work, or related behavioral health field required; LCSW, LCPC, or LMFT preferred (unlicensed clinicians working towards licensure will be considered).
- Detailed knowledge of cognitive behavioral theory and skills interventions.
- Working knowledge of principles of trauma recovery and trauma-informed care; at least 2-years of experience providing trauma-informed direct behavioral health services.
- Strong communication and interpersonal skills.
- Proficiency in group facilitation; at least 2 years of experience facilitating therapeutic groups.
- Experience providing evidence-based trauma-focused behavioral health services preferred.
- At least 2 years of experience providing community-based services to youth and adults, preferably from communities with high rates of violence and criminal justice-involvement.
- Experience and comfort working in a community-based setting.
- At least 1 year of experience working on a multidisciplinary team.
- Knowledge of the criminal justice system, court processes, restorative justice practices and alternatives to incarceration.

Salary & Benefits:

- The salary is \$60,000.
- In addition to your base salary, you will receive a benefits allowance equivalent to 30% of your gross salary to provide you with flexibility and choice in selecting the benefits that best meet your needs.

Interested candidates should send resume to: Jim Reid - Program Director - jreid@dimpgh.org