

Assistant Director of Clinical Services–NOCO (Northern Colorado)

Open Position--Full Time, Salaried, Exempt

ABOUT OUR ORGANIZATION

La Cocina is a purpose-driven multicultural and multilingual community codesigned mental health agency leading Latinx health equity and social justice in Colorado. The program's multidisciplinary team provides a range of services aimed at reducing inequities in mental health care by offering safe spaces for Latinx families and communities to come together to receive culturally attuned therapeutic services in Spanish. These Spanish-language services include a wide range of psychological and psychotherapeutic services for children, adults and families; as well as structured therapy groups for adults and adolescents, case management, peer-supported programs, and forensic assessment services for individuals in immigration proceedings. Our clinicians provide trauma-informed and developmentally sensitive mental health services to Spanish-speaking families. La Cocina currently seeks a full-time, salaried bilingual (Spanish-English) Assistant Director of Clinical Services to provide clinical supervision and program oversight to our Northern Colorado community mental health services agency.

ABOUT THIS POSITION

The Assistant Director of Clinical Services provides leadership, management, programmatic direction, and clinical supervision to the organization's clinicians, case-managers, mental health educators, and paraprofessionals supporting La Cocina's Northern Colorado location. The Assistant Director will support La Cocina's Clinical Director with ensuring that all mental health services and clinical activities conform to best clinical practice standards and are aligned with La Cocina's mission, vision and values. Our Northern Colorado programs reduce inequities in mental health care through the following services and program areas: culturally-attuned Spanish-language therapeutic services for Latinx clients across the lifespan; multicultural Latinx youth wellness programming; culturally- and linguistically-responsive early childhood mental health consultation programming for Latinx FFN providers; trauma-informed infant mental health programming, including Child Parent Psychotherapy, home visiting, group supports, and early childhood mental health consultation; and bilingual psychological and neurodevelopmental evaluations.

RESPONSIBILITIES OF THE POSITION

Northern Colorado's Assistant Clinical Director will be responsible for a series of supervisory and leadership tasks that include, but are not limited to, the following:

- Assists the Clinical Director with recruiting, hiring, and training qualified individuals to provide culturally relevant individual, family, and group psychotherapy services to Spanish-speaking families and individuals.
- Provides ongoing culturally responsive reflective clinical supervision (individual group) to interdisciplinary team members.

- Provides developmentally sensitive, trauma-informed individual, family and/or group psychotherapy services to Spanish-speaking families and individuals based on specialization and/or area of expertise, and is able to train others in these service provisions.
- Supervises the work of program managers and program coordinators in managing agency referrals and the waiting list, responding to services requests in a timely manner, planning and organizing therapy groups, planning & executing community events and Charlas, and collecting client feedback on these activities.
- Supervises key aspects of community-engagement and community-participatory data collection, and conducts program evaluation(s) as needed to obtain agency and program data used in developing and designing high quality, culturally attuned community services and programs.
- Assists the Clinical Director with managing key aspects of program, grant, and/or contract requirements and deliverables, and is able to support contractual compliance by ensuring that all service commitments, documentation, and budgetary requirements are followed in accordance with La Cocina's excellent standards of care.
- Assists the Clinical Director with Northern Colorado's strategic funding sustainability planning and budget management.
- Proficient in oversight and enforcement of DORA requirements & compliance, and works with La Cocina's senior administrative staff to provide oversight of the agency's clinical filing systems, as well as to ensure that clinicians' documentation is maintained in accordance with all DORA statutes.
- Executes on management tasks, including but not limited to, staff training, overseeing staff evaluation processes, maintaining human resources (HR) documentation, issuing staff feedback, contributing meaningfully to leadership meetings and processes, upholding standard operating procedures, and overseeing administrative tasks relevant to the Assistant Clinical Director's role.
- Assists with outreach, marketing and communications tasks as directed by the Clinical Director, and/or in accordance with programmatic responsibilities.
- Assist with other tasks and responsibilities as deemed necessary and relevant to the position, and as indicated by the Clinical Director.

MINIMUM REQUIREMENTS

- Must be licensed by DORA in the state of Colorado or be eligible for DORA licensure within six months of being hired. Acceptable licenses include LCSW, LMFT, LPC, and/or Psychologist.
- Minimum three years post-licensure clinical and leadership experience, or equivalent clinical and/or management experience that includes conferral of a Colorado license within six months of accepting a position with La Cocina.
- Fluent in Spanish and English.
- Demonstrated clinical skill in assessment/evaluation, treatment and crisis intervention while working from a Latinx social justice perspective.
- Supervisory experience and ability to consult on clinical and staff management issues.

- Experience training & managing staff, providing feedback and assisting with issue resolution.
- Work collaboratively with a multidisciplinary team to ensure each family is receiving excellent and holistic care.
- Awareness and sensitivity around issues of cultural relevancy, specifically related to work with Latinx communities. This includes proficiency and sensitivity in working with oppression, discrimination, racism, and white fragility.
- Must have excellent communications skills, including written and verbal communications, with the ability to produce a wide range of professional and clinical written products, including written assessments, reports, correspondence, curricula, HR documents, operating procedures, etc.
- Must carry own malpractice insurance and be willing to undergo a full background check.

PREFERRED QUALIFICATIONS

- Leader in Latinx social justice movements, and/or experienced in Latinx health equity community work.
- Experience developing, implementing, and evaluating new programming.
- Grant writing experience.
- Experience working with psychometric measures, including trauma and/or life adversity measures.
- Experience writing mental health reports.
- Experience working with children and/or adolescents.
- Ability to apply a trauma-informed approach.
- Experience/training providing reflective supervision.
- Experience with outreach and marketing.
- Expertise with program and/or project management.

WHO WILL SUCCEED IN THIS POSITION?

The individual hired into this position will have the unique opportunity to implement mental health programming born of social justice tenets specifically aimed at reducing systemic oppression for Latinx immigrant communities. To this end, qualified individuals who will succeed will be able to balance the demands of traditional mental health practices with innovation and care for engaging BIPOC (Black, Indigenous, People of Color) communities directly. Additionally, this individual will be excited about learning new models of Latinx psychology, as well as interested in working from an equity and inclusion lens that includes cultural humility and Liberation psychology principles. The ideal candidate will be committed to self-reflection and personal growth, and will balance those values with excellent clinical service skills.

Supervisor(s): Position reports to the agency's Clinical Director in La Cocina's Northern Colorado office(s).

Hours: Full Time, salaried position with flexible hours, as the work requires availability some evenings and weekends.

Location: Due to the COVID-19 pandemic many of La Cocina's activities continue over secure Telehealth services. The right candidate will be effective leading from home at times, and working in person and/or supervising staff in the office at others, and while following strict care standards for in-person services delivery. Although many of our services are provided via telehealth, this position requires the clinician to both reside and be licensed/registered to provide clinical services in the state of Colorado. In person services and/or supervisory tasks of the Assistant Clinical Director, Northern Colorado, will primarily occur in Weld and Larimer Counties.

Benefits: Eligible for benefits.

Compensation: Competitive and based on experience, education, licensure status, and motivation for contributing to a Latinx community liberation mental healthcare model. Salary range is \$60,000 to \$85,000 annually.

Additional compensation: Out of town applicants may be eligible for a relocation stipend/moving costs.

Contact: Please send questions to Hola@lacocinahome.org. No phone calls please.

To apply: Please send cover letter and CV to Hola@lacocinahome.org.

La Cocina is an equal opportunity employer that centers diversity, equity and inclusion in the workplace. We encourage applications from BIPOC (Black, Indigenous, People of Color) persons, immigrants, women, members of the LGBTQ+ community, and other underrepresented and/or under-resourced groups. La Cocina does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, disability, marital status and/or veteran status. La Cocina's mission is to dismantle systems of oppression and co-design paths to liberation by making culturally relevant mental health services available to Latinxs living in Colorado.