

AGENCY: Homeless Children's Network

TITLE: Director of Black Birthing Health Initiative

SALARY: \$130,000 a year

SCHEDULE: Full-time position. Onsite/Hybrid

BENEFITS: Health, Dental, and Vision insurance; Commuter stipend

START DATE: June 1st. 2024

Homeless Children's Network Mission

The mission of Homeless Children's Network is to decrease the trauma of homelessness and domestic violence for children, youth, and families; to empower families; and to increase the effectiveness of collaborative efforts among service providers to end homelessness and poverty.

Homeless Children's Network is a community-based organization providing mental health and family support services to children and families who are homeless and formerly homeless.

BLACK BIRTHING HEALTH PROGRAM OVERVIEW:

Homeless Children's Network's (HCN) Black Birthing Health Initiative (BBHI) is a comprehensive, vital community wellness program aimed at addressing the unique needs of Black/African American birthing individuals and their families in San Francisco. It mitigates, and where possible, removes barriers to care for Black/African American birthing persons, their children, spouses/partners. These barriers include the stigma associated with mental illness, distrust of the healthcare system, absence of culturally competent providers from diverse backgrounds, and lack of insurance or underinsurance. BBHI will contribute to ensuring that every Black/African American mother and birthing person has a strong support system in preconception, throughout pregnancy and childbirth, and postpartum. We envision a future of quality, universal maternal mental health access with equitable outcomes for all Black/African American San Franciscans and their families.

This initiative is designed to promote mental health and wellness, provide client-centered and culturally tailored care, and ensure accessibility to essential services. BBHI offers a comprehensive range of services tailored to the unique needs of Black/African American birthing individuals and their families in San Francisco.

Position Summary

As the Director of the Black Birthing Health Initiative, you'll be responsible for day-to-day program management, overseeing staff and consultants, and ensuring program productivity. This role includes providing direct services and training to clients, staff, and other service providers.

Reporting to the Senior Director, this full-time position (9 am - 6 pm, 40 hours/week) is deeply rooted in community engagement. It requires a hybrid workplace model, with three days at the Fillmore and Bayview offices and two days remote or in the field, with occasional evening and weekend commitments.

Your duties will involve developing and managing program goals and operations, supervising program managers, coordinating with staff and partners, and handling communications, marketing, and liaising with the Department of Public Health and other stakeholders.

This leadership position is crucial to our mission, providing expert guidance in clinical development, program design, and ensuring high-quality outcomes. You'll oversee staff development, training, supervision, program evaluation, and continuous improvement efforts.

REQUIRED QUALIFICATIONS:

- Master's Degree in a Behavioral Health field
- Licensed or Registered as a Marriage and Family Therapist, MFTI, Clinical Social Worker, ASW or Psychologist
- Minimum 5 years' experience providing direct services to children, youth and families
- Minimum 2 years experience providing direct services in Maternal Mental Health

MINIMUM QUALIFICATIONS:

- Fluency in each program, deliverables, outcomes, budgets, etc.
- Implementation of each new program
- Staffing and managing staff to outcomes/deliverables
- Full collaboration within leadership
- Clinical Supervision of two PsyD, MFT, or MSW pre-licensed staff
- Experience and confidence in identifying and implementing evidence-based practices
- Experience working in a crisis setting with individuals and families
- Ability to work flexible hours
- Must exhibit leadership ability, have excellent written and verbal communication skills
- Demonstrated ability to work with representatives of government agencies, community-based organizations and the business community.
- Knowledge about diverse cultures and ability to provide competency in working with youth and communities of racial, cultural, ethnic and sexual differences.
- Knowledge of computer software, particularly MS Office Suite (Word, Excel, PowerPoint).
- Ability to work independently and as an active team member.
- Knowledge of and familiarity with social service resources available for youth in San Francisco.
- Ability to pass a criminal background check.
- Courteous, professional, and able to reason logically.
- Detail-oriented and well organized.
- Able to establish and meet deadlines.

- Has a passion for developing and sustaining quality services for youth and families, and a desire to learn and understand needs of HCN's constituents, staff, and partners.

ESSENTIAL FUNCTIONS

1. Program Management: Provide day-to-day oversight of the Black Birthing Health Initiative program, including managing staff, consultants, and contractors. Ensure the smooth functioning and productivity of the program.
2. Supervision and Coaching: Supervise and coach program staff to support their professional development, enhance their skills, and ensure the delivery of high-quality services to clients.
3. Client Services: Offer direct services to clients, including perinatal/postpartum individuals and families, by providing counseling, support, and resources tailored to their needs.
4. Training: Conduct training sessions for clients, staff, and other service providers to enhance their understanding of perinatal/postpartum mental health and wellness, cultural competence, and client-centered care.
5. Compliance and Oversight: Ensure compliance with regulatory requirements and organizational policies. Oversee program contracts, budgets, and resources to ensure efficient and effective use.
6. Community Engagement: Actively engage with the community to build partnerships, raise awareness about the initiative, and address the unique needs of Black/African American birthing individuals and their families.
7. Clinical Expertise: Provide expert guidance in clinical development, evidence-based program design, and Afri-centric wellness and recovery approaches.
8. Leadership and Collaboration: Collaborate with internal teams, external partners, and stakeholders to develop and implement program goals, strategies, and initiatives. Lead by example and foster a collaborative and supportive work environment.
9. Evaluation and Continuous Improvement: Lead program evaluation efforts to assess effectiveness, identify areas for improvement, and implement changes to enhance program outcomes and impact.
10. Reporting: Prepare regular reports and updates for the Executive Director, Senior Director, and other stakeholders to communicate program progress, challenges, and successes.
11. Program development & evaluation, solid organizational skills
12. Strong written and oral communication skills
13. Commitment to maintaining confidentiality
14. Good interpersonal skills, ability to relate well with persons from a variety of cultural groups
15. All other duties as assigned by your supervisor.

At HCN, we don't just accept differences; we CELEBRATE them! At HCN, we thrive on your humanness, your individualism, and your authenticity. Mohawks, weaves, braids, bald,

twists, dreads, straight, mullet? Yes, that, too. The people we serve are as diverse as a jar of multicolored marble, and for the benefit of our clients, our employees must be, too. HCN is proud to be an equal-opportunity employer.