



## Current Job Opening: *allcove*<sup>TM</sup> Clinical Director

Location: San Mateo, California, United States

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### ABOUT PENINSULA HEALTH CARE DISTRICT:

Peninsula Health Care District (PHCD) is a political subdivision of the State of California, and a California Special District serving the healthcare needs of more than 200,000 mid-Peninsula residents. Founded in 1947, PHCD serves the communities of San Bruno, Millbrae, Burlingame, Hillsborough, San Mateo, and Foster City by supporting the unique health and wellness priorities of our Peninsula communities, and safeguarding access to health services, today and in the future. PHCD fulfills its commitment to the community through oversight of District assets and infrastructure, planning for future health care needs, and investing taxpayer dollars in local health-focused organizations and programs. For more information:

<https://peninsulahealthcaredistrict.org/>

### ABOUT ALLCOVE:

*allcove*<sup>TM</sup> centers are designed with, by and for youth, with the wisdom that we all just need a moment to reset before we can move forward. They are places for youth to access a range of emotional, physical, and social support services on their own terms. *allcove*<sup>TM</sup>, <https://allcove.org/>, uses a youth drop-in center model that has evolved from headspace in Australia and Foundry in British Columbia, Canada. PHCD is working closely with Stanford's Center for Youth Mental Health and Wellbeing leadership who developed the model for California and successfully influenced the State of California Mental Health Services & Oversight Accountability Commission (MHSOAC) to provide start up grants for five pilot centers around the State. PHCD was successful in securing one of those 4-year grants. Here is the link to the State's initiative for further info: <https://mhsoc.ca.gov/initiatives/allcove-youth-drop-in-centers/>. In essence, our approach is anchored in a model that focuses on meeting the evolving and unique needs of young people and those who support them.

### ABOUT THE OPPORTUNITY:

The Clinical Director is a key leadership position within the *allcove*<sup>TM</sup> San Mateo youth drop-in center team. This is a special opportunity for a clinical leader that is committed to building and sustaining a healthy, supportive, and youth informed space for young people to find community, support, advice or even just a moment of pause. The Director is primarily responsible for providing clinical leadership and direction to the *allcove*<sup>TM</sup> center team, ensuring that day-to-day clinical work is carried out to effectively meet the needs of young people. The Clinical Director will be an employee of PHCD and liaise and interact with clinical partner agencies. The Clinical Director works collaboratively with all clinicians and staff located at the center and reports to the PHCD CEO. This position also forms and maintains working demand for clinical services. When required or during high demand, the Clinical Director may need to carry a small caseload on a planned, and/or emergency basis.

### SKILLS AND RESPONSIBILITIES:

#### Service delivery

- Monitor and lead the ongoing delivery and improvement of a high standard of evidence-based care to clients, including appropriate clinical services across the behavioral health spectrum.
- Demonstrate and maintain personal competency in the performance of high quality clinical and technical skills through involvement in direct service delivery.
- Contribute to the vision, strategic planning, and relevant policy development for the *allcove*<sup>TM</sup> center.
- Maintains the collection of all relevant data to measure deliverables, continuously improve, and evaluate the delivery of services at the *allcove*<sup>TM</sup> center.

- Arranges for clinical staff to be appropriately oriented and providing adequate supervision, training, and professional development. This may also involve the clinical supervision of clinical interns or fellows, or staff not yet licensed, where applicable.
- Coordinates clinical review meetings to occur regularly and that documentation is completed appropriately.
- Liaise and work closely with the *allcove*<sup>TM</sup> Community Consortium members and external providers, attending mental health collaborative meetings with MHSOAC and *allcove*<sup>TM</sup> Stanford Central Team, and others to ensure the effective functioning of the *allcove*<sup>TM</sup> center.

#### Quality and safety

- Monitors compliance with relevant quality and safety professional and healthcare standards.
- Oversees clinical risk issues and areas for improved clinical outcomes.
- Develop and review clinical governance and compliance documentation and processes.

#### Relationships

- Cultivate and maintain key internal relationships with PHCD staff, *allcove*<sup>TM</sup> San Mateo center staff, contractors, and the Youth Advisory Group (YAG), as well as other collaborators, and key stakeholders.
- Build and maintain effective relationships with key stakeholders involved in the provision of health, behavioral health, and psychosocial services to young people.
- Participate in the identification, cultivation, and solicitation of funding from individuals and foundations to contribute to the center's financial sustainability.

### REQUIRED SKILLS, KNOWLEDGE, AND EXPERIENCE

- Significant skills in screening and assessment including conducting comprehensive behavioral health assessments, care planning and review, behavioral health interventions and service consultation.
- 3-5 years of experience in overseeing and running primary care clinics, a Federally Qualified Health Center, community or school-based mental health program and/or other clinical practice
- Knowledge of adolescent development and the diverse social, emotional, and health needs of young people experiencing mental illness, trauma, and other concurrent issues.
- Excellent organizational and time management skills, including the ability to prioritize competing objectives and meet agreed deadlines.
- Strong analytical thinking and problem-solving skills with ability to deliver innovative solutions.
- Ability to foster a cooperative team environment with the ability to work both independently and collaboratively as a productive team member.
- Knowledge of and experience with outcome-based measurement tools.
- High level computer literacy and experience in electronic clinical record systems and data management tools.
- Proven ability to implement changes and develop direction in clinical practice by the utilization of evidence-based research.
- Demonstrated skills in strategic and clinical service planning including an understanding of organizational behavior, change management, and cultural change processes.

### PERSONAL ATTRIBUTES

- High levels of professionalism, diplomacy, confidentiality, and discretion.
- Ability and commitment to continuous learning.
- Strong work ethic.
- Bilingual preferred, Spanish.
- Adaptability and flexibility to changing work environments and requirements.
- Reliable and results focused.

### PROFESSIONAL REQUIREMENT

- Master's level clinician (social work, mental health counselors, psychologists, licensed drug and alcohol counselors) with licensure in mental health and/or substance use, and clinical expertise and experience with adolescents and/or young adults as issued by the State Board of Behavioral Science Examiners.
- Ability to work flexible hours, including evenings and weekends.
- Valid driver's license and insurance.

## COMPENSATION & BENEFITS

This is a full-time, exempt position (40hrs/week). Yearly compensation range of: Minimum- \$130K - \$170K/yr. In addition, Peninsula Health Care District benefits include: CalPers Pension, CalPers Health, Delta Dental Plan, VSP Vision Plan and Life Insurance as well as 10 paid holidays during the year. Accrued PTO- (eligible for at least 30 days within a year from the commencement of employment).

## HOW TO APPLY

Peninsula Health Care District has partnered with The Arora Collective to recruit a qualified Clinical Director for this pivotal position. We will begin reviewing resumes and cover letters on a rolling basis beginning 9/30/2023. If you are interested in applying, please send your current resume and a thoughtful cover letter to [apply@thearoracollective.com](mailto:apply@thearoracollective.com) with **“PHCD allcove Clinical Director”** in the subject. All application information is held in strict confidence. *Note: Application materials submitted without a cover letter will not be considered, no exceptions.* Candidates advancing to in-person interviews may be required to submit professional references, and a writing sample.

## WORK ENVIRONMENT AND PHYSICAL DEMANDS

While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; and talk or hear. The employee must regularly lift and/or move up to 20 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

## EQUAL EMPLOYMENT OPPORTUNITY AND INCLUSION

Peninsula Health Care District has a deep commitment to diversity, equity, inclusion, and equal opportunity. We are committed to building a team that is representative of our community. PHCD is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, political affiliation, nationality, disability, ancestry, marital status, veteran status, medical condition, or any protected category prohibited by local, state, or federal laws.

PHCD is committed to the full inclusion of all qualified individuals. As part of this commitment, we will ensure that persons with disabilities are provided with reasonable accommodation. If reasonable accommodation is needed to participate in the job application or interview process and to perform essential job functions, of employment, please contact [apply@thearoracollective.com](mailto:apply@thearoracollective.com). Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format and/or using specialized equipment.

Position is Open until filled.