

ARISE COLLECTIVE

POSITION DESCRIPTION for CLINICAL DIRECTOR

ORGANIZATION LOCATION:

Raleigh, NC

ORGANIZATION TYPE:

Nonprofit

CONTEXT

Are you interested in reaching beyond prison walls to build bridges of hope for justice-involved women? Do you see the inherent power within each individual to define their own future? Do you believe in the power of relationship and community? Are you committed and tenacious, able to flourish within complex systems while valuing people over process? If so, Arise Collective is looking for you!

Arise Collective is a unique organization operating at the nexus of prison chaplaincy, women's issues, and social justice with a mission to equip women with the tools and support they need to heal, grow and thrive, both in prison and in the communities to which they return. The organization celebrated its 40th anniversary in 2020 and expanded its programming with a new reentry model that provides comprehensive and holistic wraparound services for formerly incarcerated women, including housing and access to education and employment opportunities. Arise Collective's work is offered using a trauma-informed and evidence-based lens. Visit www.arise-collective.org for more information about the organization.

JOB SUMMARY

The Clinical Director will ensure that the organization provides holistic and quality services that meet the highest standards of care. Using a multi-disciplinary strengths-based approach and a systems lens, the Clinical Director will expand the organization's clinical infrastructure to provide greater stability for women in our programs and lead the creation, implementation, research, and evaluation of trauma-informed and evidence-based practices, programs, procedures, and processes, in addition to the improvement of existing ones. The Clinical Director will also promote core social work values that undergird and deepen the effectiveness of Arise Collective's activities and programs in support of our guiding principles and social justice awareness both inside and outside the prison.

As a member of Arise Collective's leadership team, the Clinical Director will work collaboratively with our actively engaged staff and board in line with the organization's mission, strategic and business plans, goals and culture. The incumbent will report to the Chief Executive Officer and will work in close partnership with our Chief Program Officer and Women's Reentry Project (WRP) Director to ensure a consistent yet individualized continuum of care for participants at various stages in their transition and reentry journeys, targeting the prevention of relapse and recidivism among participants. The Clinical Director will also consult on organizational development matters to align on vision, strategy, and approach to achieve organizational and program goals and ensure positive participant outcomes.

PRIMARY DUTIES AND RESPONSIBILITIES

Supervision and Staff Development (35%)

- Ensure the quality and consistency of client-centered services by providing clinical oversight for staff and interns and overseeing the management and delivery of clinical services.
- Co-lead weekly reentry/care management team meetings with the WRP Director to coordinate clinical care across the team in support of goals.
- Lead bi-weekly supervision with staff and interns as needed; coach and guide staff in their work with women that reflects best practice approaches.
- Provide counsel and guidance when difficult participant situations arise, including responding to crises.
- Coach staff in safety assessment, risk management plan, and crisis intervention protocols.
- Create and lead staff trainings on clinical and programmatic topics in line with program policies, procedures.
- Participate in the recruitment, selection, and supervision of social work interns.
- Participate in employee performance reviews.

Research and Evaluation (30%)

- Serve as an internal advisor to the CEO for clinical, research and evaluation standards and systems to ensure quality, innovation, coherence, and compliance across programs; analyze trends and patterns to demonstrate impact; and contribute to narrative and financial reports for contracts and grants.
- Oversee the tracking and monitoring of participant interactions and referrals in both internal and external systems.
- Oversee the quality of case notes, records, and statistics and participate in creating effective quantitative and qualitative tracking and evaluation measures; conduct, analyze and make recommendations based on data and trends.
- Stay abreast of current research and best practices in the fields of incarceration and reentry, mental health, and addiction, and incorporate relevant strategies into program development.
- Identify opportunities for partnership with researchers and institutional stakeholders for research on issues pertaining to women's incarceration and reentry.
- Lead internal audits of participant activities for contractual reporting and requirements.

Program Development and Delivery (20%)

- Integrate trauma-informed, evidence-based, gender-sensitive approaches within organizational processes using a multi-disciplinary, anti-oppressive lens.
- Consult on the development and implementation of a robust programming and operational structure for participants that operates according to organizational systems, structures, and contractual requirements.
- Develop, design/adapt curricula for, and enhance both reentry and prison-based psycho-educational support groups.
- Provide training to service provider partners on Arise Collective's proprietary Moral Injury provider training.
- Design, plan, and facilitate other appropriate organization-wide and program-related trainings relevant to women's incarceration and incarceration in general.
- Intervene with behavioral health care partners to ensure that the needs of participants and, when appropriate, their children and families, are adequately met and monitored.

Organizational Responsibilities (15%)

- Assist with long-range organizational strategic planning, budgeting, and activities.
- Attend staff meetings and other internal and external team meetings.
- Attend relevant Arise Collective board meetings, retreats, and committee meetings.
- Provide on-call support to program staff and coverage for the WRP Director as needed.
- Other responsibilities as designated.

REQUIRED QUALIFICATIONS AND ATTRIBUTES

- Licensed Clinical Social Worker or equivalent licensure in North Carolina.
- L-CAS or equivalent licensure in North Carolina.
- Minimum of five years post-graduate clinical experience, including staff leadership in nonprofit, addiction treatment, community mental health, and/or behavioral health setting; 3-5 years of progressively responsible experience in a clinical leadership role.
- Experience working with high-risk women and youth.
- Criminal justice education, background, or experience.
- Deep experience, training, and/or certification in evidence-based modalities such as CBT or DBT, and trauma-based therapies, including EMDR, TRM, Brainspotting, or one of the somatic therapy protocols.
- Effectiveness with leading and working within interdisciplinary teams, (including peer support staff, chaplains, law enforcement, academia, etc.); successful experience supervising clinical staff, peer support staff, and social work interns.
- Inclusive and empathetic worldview with demonstrated skill working across lines of difference.
- High level of emotional intelligence and ability to bring maturity, integrity, sound judgment, professionalism, tact and self-care to staff and client interactions.
- Effective and culturally competent oral and written communication skills with excellent presentation and grant writing skills.
- Strong facilitation skills, including designing and leading professional trainings.
- Strong organizational abilities, including critical thinking, planning, delegating, program development, program evaluation, and management.
- Proficient in use of technology – including standard operating systems and MS Office products – as well as experienced setting up and using electronic health records and case management tracking systems.
- Ability to work both independently and on a team within a high stress environment while maintaining policies, professional standards, and a balanced attitude.

PREFERRED QUALIFICATIONS AND ATTRIBUTES:

- Lived experience in or significant personal understanding of the dynamics and factors contributing to the criminal justice, mental health, substance use and/or domestic violence system involvement.
- Social justice orientation with experience in effective organizing strategies.
- Comfort working within an inclusive faith-based environment.
- Residential treatment or group housing facility experience.
- Entrepreneurial spirit and the ability to be flexible and juggle multiple, disparate roles within a vibrant and growing organizational culture.
- Willingness to extend kindness, compassion and accountability to oneself and others.

ADDITIONAL REQUIREMENTS

- Possess valid NC Driver's License, satisfactory driving record and proof of insurance.
- Be able to complete and pass NCDAC-required and/or organizational background check.

PHYSICAL REQUIREMENTS

This position requires ordinary ambulatory skills as well as the ability to stand, walk, stoop, kneel, crouch, and occasionally manipulate (lift, carry, move) light weights; hand-eye-foot coordination; arm, hand and finger dexterity, visual acuity; and the use of auditory senses. Reasonable accommodations may be made to enable those with disabilities to perform the essential functions.

WORK REQUIREMENTS

This is both an on- and off-site position. Its primary purpose is to provide programs and services to enhance participants' ability to overcome obstacles and achieve their goals. Base schedule is negotiable. Some evenings, Sundays and holidays are required. In-person residential services are still being provided, following CDC safety guidelines. Arise Collective staff will continue to move toward a hybrid model of working in the field, remotely, and in our West Raleigh offices a few days per week, as conditions allow.

PRIMARY RELATIONSHIPS

Must develop and maintain excellent relationships with Arise Collective staff and board, program participants, academic and other institutional partners, and others.

JOB TYPE

Salaried full-time time exempt position, partial flexibility in schedule.

SALARY RANGE

Negotiable beginning in the high \$80s/low \$90s for a base of 40 hours/week. Generous benefits package includes medical, vision and dental benefits, retirement plan, pre-tax benefits, paid time and leave and other organizational benefits.

APPLICATION PROCEDURE

To apply, email a cover letter and CV to jobs@arise-collective.org and include your last name and the position title in the subject line. Submissions will be reviewed on a rolling basis until the position is filled. No calls, please.

Arise Collective is an Equal Opportunity/Affirmative Action employer. Qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected veteran status, age, or any other characteristic protected by law. Formerly incarcerated and justice-impacted individuals strongly encouraged to apply.