



Executive Director
San Francisco, CA

Our Mission

Our mission is to provide comprehensive mental health and social rehabilitation services to the residents of San Francisco to assist them in achieving and maintaining the maximum quality of life and greatest degree of independence possible. These services are sensitive to the cultural, racial, and sexual diversity of the populations served and responsive to community input, adapting to the changing needs of the community and consumers.

Our History

The Tenderloin Clinic first opened its doors in October 1975, with a mandate to provide outpatient mental health services to adult residents of the Tenderloin.

In 2003, Hyde Street Community Services, Inc. ("HSCS") was formed and took over operation of the Clinic. Over the years, the Clinic has maintained a reputation for quality services, continually anticipating and adapting to the changing needs of the population it serves. After more than ten years of operation, the clinic has served over 1,200 individuals over the past year and currently serves over 500 individuals monthly.

HSCS employs 30 staff including social workers, psychologists, psychiatrists, nurse practitioners and peer counselors and has a revenue of \$5 million. We have a supportive team environment and provide a very high level of service to our clients. We value transparency, social justice, an open door policy, team support, and a high level of integrity in our work. HSCS is a highly respected organization known for a reputation of providing strong services and medical support to the community. The current Executive Director is retiring after 16 years and has been well known for many grassroots initiatives within the community behavioral health services community.

HSCS is looking for a dynamic and seasoned leader who can help usher the organization through its next phase of evolution, continuing the momentum of

the organization. The Executive Director will inspire, lead, manage, and develop the agency and its team. Reporting to a diverse board of directors, the ED will oversee the strategic direction and growth of the organization. Strong business acumen will be essential in partnering with the board to develop and drive strategies to serve community needs and diversify the organization's revenue stream.

Responsibilities include but are not limited to the following:

- Lead the Agency with vision and strategy to support a client centered program approach for mental health outpatient health clinic.
- Mobilize efforts within the community to improve conditions and outreach for clients.
- Support measurable goals for the organization: creating, resourcing, scaling and leveraging strategies for client-centered approaches.
- Ensure implementation and compliance with City & County contracts; assure compliance with local ordinances and state and federal regulations, including Medicaid and Medicare.
- Implement and build upon best practices as described by leaders in the field.
- Oversee, manage and mentor behavioral health staff, ensuring their professional development.
- Create a supportive work environment that furthers team members' individual goals as well as HSCS' mission and goals.
- Coordinate and collaborate with government and community-based systems to advocate for services for clients, and represent the agency in a positive light in a variety of public settings through verbal and written communication.
- Provide direction in assessing and addressing the dynamic and evolving needs of the client population. This includes:
 - Supporting ongoing evaluation and improvement of existing programs, strategic planning around the development of innovative initiatives, and data-driven decision-making regarding the overall allocation of resources to promote effective treatment.
- Attend San Francisco's Mental Health Board meetings and meet routinely with the Mental Health Board chair.

Required Qualifications

- Passion for and experience in providing mental health and social services to marginalized individuals.
- A commitment to social justice.

- Strong executive nonprofit management experience (minimum four to six years) in behavioral health setting, supervising health care professionals.
- Possession of a valid license in one (1) of the following areas:
 - Licensed Clinical Social Worker (LCSW), Licensed Professional Clinical Counselor (LPCC), or Licensed Marriage and Family Therapist (LMFT) issued by the California Board of Behavioral Sciences;
 - OR**
 - Psychologist license issued by the California Board of Psychology;
 - OR**
 - Doctor of Medicine license issued by the Medical Board of California.
- Experience managing multi-million dollar contract partnerships with governments, community-based organizations, and/or with social service systems such as San Francisco Community Behavioral Health Services.
- Knowledge of principles, practices, and techniques of workforce development, labor policies, and employee relations.
- Collaborative, “team player” leadership style.
- Knowledge of time and attendance systems, databases, QuickBooks, Microsoft Office Applications (Word, Excel, 365).
- Experience in administration and non-profit fundraising/development.

NOTE: Applicants with a valid license in one of the areas identified above, from another state within the United States of America, may apply. If selected/hired, the candidate must possess a valid license in one of the areas identified above, issued by the applicable California licensing agency, within **120** days of hire.

Preferred Qualifications

- Ability to make critical mission-driven decisions.
- Proven track record of developing strong relationships with clients, family, friends, and co-workers as well as creating an environment of inclusion within the organization.
- Experience with helping the people you support to lead meaningful lives and engage in the larger community.
- Knowledge of practices and strategies to address racial and cultural disparities in behavioral health, using principles of Trauma Informed Systems, cultural and racial humility, and Wellness and Recovery.

Compensation and Benefits

Salary commensurate with experience. HSCS provides competitive health and retirement benefits with options for dental, vacation, sick, and commuter benefits.

Equal Opportunity Employer

HSCS is an Equal Opportunity Employer. We take pride in recruiting and developing staff without regard to housing status, race, color, creed, gender, gender expression, gender identity, religion, marital status, registered domestic partner status, sex (includes pregnancy, childbirth, breast feeding, and related medical conditions), sexual orientation, age, veteran status, national origin or ancestry, political affiliation, physical or mental disability, medical condition including genetic characteristics, or any other consideration made unlawful by federal, state, or local laws. HSCS hiring policies require a background check for all applicants working directly with at-risk populations, including this Executive Director position.

To Apply

Apply in email to candidate@nonprofitrecruiting.com

In the Subject line of the email put your **Last name and HSCS**. Email in separate word documents your resume and a cover letter, to candidate@nonprofitrecruiting.com. Please include your LinkedIn profile URL. Applications will be accepted until filled.

By applying for this position, you agree that you have read the Job Description and this notice: All applicants will be considered. Only those whose skills and experience most closely fit the requirements will be contacted. If you do not hear from us, we will keep your resume on file. We will not release your resume or contact information without your permission. Your candidacy will be held in the strictest confidence. Thank you. Janssen & Nelson Strategic Alliance @ www.janssenrecruiting.com