



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

Location: San Mateo, California, United States

Full-time - 40hrs/week

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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>™</sup> <https://allcove.org/> is a youth drop-in center model that has evolved from the Head Space Program in Australia and Foundry Program in British Columbia, Canada. PHCD is working closely with Stanford's Center for Youth Mental Health and Well Being (CYMHWB) leadership who have been instrumental in defining the model for California and successfully influencing 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 link: <https://mhsoac.ca.gov/initiatives/allcove-youth-drop-in-centers/>

## ABOUT THE OPPORTUNITY:

The clinical director is a key leadership position within the *allcove*<sup>™</sup> San Mateo youth drop-in center team who provides oversight to the coordination and delivery of clinical services. They are primarily responsible for providing clinical leadership and direction to the *allcove*<sup>™</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.

## 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.
- Provide clinical leadership, and expertise to *allcove* clinicians and staff, and partner service and contractors, in the delivery of specialist behavioral health care to young people and their families.
- Develop and review clinical governance documents and processes.
- 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>™</sup> center.
- Ensure the collection of all relevant data to measure deliverables, continuously improve and evaluate the delivery of services at the *allcove* center.

- Ensure clinical staff are appropriately oriented and provided with adequate supervision, training, and professional development. This may also involve the clinical supervision of clinical interns or fellows, or staff not yet registered (licensed), where applicable.
- Ensure clinical review meetings occur regularly and that documentation is completed appropriately.
- Liaise and work closely with the allcove™ Community Consortium members and external providers, attending mental health collaborative meetings with MHSOAC and Stanford Central allcove team, and others to ensure the effective functioning of the allcove™ center.

#### Quality and safety

- Ensure compliance with relevant quality and safety professional and healthcare standards.
- Identify clinical risk issues and areas for improved clinical outcomes.

#### Relationships

- Develop and maintain key internal relationships with PHCD staff, allcove™ 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.
- Identify, cultivate and explore funding opportunities and relationships as part of the center's financial sustainability model

### 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 FQHC, or other clinical practice
- Knowledge of adolescent development and the social and health needs of young people experiencing mental illness and other concurrent issues.
- Excellent organizational and time management skills, including the ability to prioritize competing priorities and deliver to 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 measurement tools.
- An excellent track record in building and maintaining effective working relationships with a range of stakeholders.
- High level computer literacy and experience in 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, 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

- Masters' level clinician (social work, mental health counselors, psychologists, licensed drug and alcohol counselors) with licensure or certification 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.

## 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, citizenship status, 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 reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process and to perform essential job functions, of employment, please contact [careers@peninsulahealthcaredistrict.org](mailto:careers@peninsulahealthcaredistrict.org). 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.

## COMPENSATION & BENEFITS

This is a full-time, non-exempt position (40hrs/week). Yearly compensation range of: Minimum- \$120K - \$150K/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 up to 13 days in the first year of employment).

## HOW TO APPLY

All applications are held in strict confidence. Please email a thoughtful cover letter and resume outlining your interest and qualifications to [careers@peninsulahealthcaredistrict.org](mailto:careers@peninsulahealthcaredistrict.org) with **"PHCD allcove Clinical Director"** in the subject line. *Application materials submitted without a cover letter will not be considered.* No exceptions. Advanced candidates will be required to submit references and a written sample.

Position is Open until filled

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