



allcove Clinical Director

CoastPride is seeking a Clinical Director to develop, manage, and coordinate delivery of clinical services for the allcove youth drop-in center in Half Moon Bay. This position ensures services are youth-centered, evidence-based, and aligned with the allcove model. The model is an integrated mental health center for coastsiders, 12 – 25, and their families. For more information about the allcove model, here is the link to the State's initiative: <https://mhsoac.ca.gov/initiatives/allcove-youth-drop-in-centers/>

The Clinical Director for allcove is a key leadership role responsible for providing clinical oversight and direction to a multidisciplinary team delivering integrated mental health, substance use, physical health, and family support services to the local community. This role ensures the delivery of high-quality, evidence-based, and youth-centered care while fostering collaboration across service streams and community partners. The Clinical Director will also contribute to strategic patient care planning, clinical governance, and the ongoing development of innovative wellness services that meet the unique needs of young people. Because this is a new integrated mental health center, the Clinical Director will be responsible for establishing processes and procedures that ensure that the services meet the required standards of care and comply with all local, state, and federal regulations. The Clinical Director can be expected to step in and provide direct care services as needed during periods of high clinical demand or staffing shortages, serving as a supportive contingency measure to ensure uninterrupted patient care.

Each center is powered by a coalition of service providers and community-based agencies joining together in an integrated approach to serve young people. This position reports directly to the Executive Director of CoastPride.

RESPONSIBILITIES

Policy Development

- Create an operational oversight and accountability framework. This document will describe the center's clinical and operational governance structure, including mechanisms for continuous quality improvement of the service and include advisory bodies such as the Community Consortium, Youth Advisory Group, and any special committees.

- Create an operations manual that describes the center's operational practices and ensures safe and effective service delivery. The operations manual includes a description of the service model and the young person's journey, or service pathway, reflecting the principles of the allcove ethos of care and standard operating procedures for the delivery of the core service streams. Additionally, the operations manual includes descriptions of organizational-level licenses and certifications that permit mental health, physical health, substance use, peer support, family support and supported education and employment to be delivered at the center.
- Create and update clinical practice manual for mental health, physical health, substance use and family support services with policies and procedures to enhance the care of each young person at the allcove center. These policies serve as the backbone of the facility's clinical operations, guiding everything from when a young person walks through the allcove center to seamless connection to integrated services at the center and warm hand offs to appropriate referral services.

Service Delivery

- Provide clinical leadership and supervision to mental health providers and coordinate some or all core service providers to ensure an integrated care team in support of young people.
- Ensure services are accessible to the community's needs, are evidence-based, and youth-centered.
- Ensure clinical practices adhere to established protocols and guidelines. This involves regular reviews of clinical procedures and making necessary adjustments to improve patient care.
- Demonstrate and maintain personal competency in the performance of high quality clinical and technical skills through involvement in direct service delivery.
- Monitor and improve the quality of clinical care provided, including case reviews, drop-in services, brief interventions, and acute care.
- Manage and coordinate clinical team schedules, resources, and rosters to meet service demand effectively.
- Provide direct mental health or substance use services during high-demand periods or as needed.
- Ensure clinical staff are appropriately oriented and provided with adequate supervision, training and professional development. This may also involve the clinical supervision of associates and all trainees, where applicable.
- Ensure clinical review meetings occur regularly and that documentation is completed appropriately.

Quality and Safety

- Develop and review clinical governance documents and processes to ensure compliance with professional and healthcare standards.
- Identify and address clinical risks and areas for improvement to enhance outcomes for young people.
- Ensure compliance with relevant quality and safety professional and healthcare standards.
- Ensure that the center stays abreast of new regulations and best practices, adapting quickly to changes in the healthcare landscape.
- Monitor the quality of care provided and implement improvements as necessary. This might include conducting patient satisfaction surveys, reviewing clinical outcomes, and initiating quality improvement projects.

Relationships

- Foster strong relationships with allcove Half Moon Bay's Community Consortium members, the Youth Advisory Group, and external providers to ensure seamless service integration and functioning of the allcove center.
- Collaborate with school wellness centers, early psychosis programs, acute care providers, and other local community stakeholders.
- Model and promote a positive, collaborative workplace culture.
- Contribute to the vision, strategic planning, and policy development for the allcove center.
- Actively participate in the management team to drive organizational goals and initiatives.
- Implement evidence-based practices and innovative approaches to youth mental health care.
- Conduct community outreach and public health initiatives, in collaboration with the Community Consortium and Youth Advisory Group to further extend the center's impact.

MINIMUM REQUIREMENTS

- Possession of masters', doctoral degree or MD (psychiatrist), licensed as a psychologist, clinical social worker, clinical professional counselor, psychiatrist, or marriage and family therapist who is qualified to oversee management of clinical services.
- Minimum of 5 - 7 years of research or clinical experience in community youth mental health or integrated care settings.
- Experience working in a community youth mental health or youth integrated care setting providing clinical care to young people on a team alongside clinical and non-clinical roles.
- Experience with facilitating group-based interventions.
- Proven clinical leadership skills with a focus on youth-centered, trauma-informed care.

- Strong knowledge of adolescent development, mental health, substance use, and primary physical health needs.
- Ability to work flexible hours, including evenings and weekends.
- Significant skills and experience in screening and assessment, including conducting comprehensive mental health assessments, care planning and review, and mental health interventions.
- 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.
- Ability to work collaboratively within a multidisciplinary framework with a demonstrated commitment to excellence in clinical practice.
- 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.
- Understanding of holistic, non-traditional and innovative approaches to supporting young people of marginalized and traditionally under-resourced backgrounds.
- Excellent organizational and time management skills, including the ability to prioritize and deliver on agreed deadlines.
- Strong analytical thinking and problem-solving skills with ability to deliver innovative solutions.
- Highly developed verbal and written communication skills.
- An excellent track record in building and maintaining effective working relationships with a range of stakeholders.
- Advanced computer skills including word processing, spreadsheets and database applications.
- Valid driver's license and insurance.

PREFERRED QUALIFICATIONS

- Experience setting up a youth mental health clinic.
- 7-10+ years of research or clinical experience, with at least 3-5 years in a leadership or supervisory role.
- Experience working with Spanish-speaking, BIPOC, LGBTQIA2+, and immigrant/refugee communities.
- Bilingual - Spanish and English

PERSONAL ATTRIBUTES

- High levels of professionalism, confidentiality and discretion.
- Ability and commitment to continuous learning.
- Strong work ethic.

- Adaptability and flexibility to changing work environments and requirements.
- Reliable and results focused.

COMPENSATION AND BENEFITS

- This is a full time (40 hrs/week), exempt position and is grant funded.
- The salary range is \$150,000 - \$200,000.
- Benefits
 - Medical, Dental, Vision, Life Insurance, Retirement benefits package offered
 - Paid Holidays
 - Work cell phone provided
 - Work laptop provided

LOCATION

The Clinical Director will be expected to work in person 5 days per week from the CoastPride Center, which is located at 711 Main Street, Half Moon Bay, CA, 94019. The CoastPride Center is wheelchair accessible and has an accessible, gender neutral bathroom.

The work location will likely move to allcove, once a location is secured.

HOURS

40 hours per week. CoastPride employees are generally expected to work between the hours of 10 am and 6 pm, although these hours can be modified, with the permission of the employee's supervisor, based on project and personnel needs.

OTHER DUTIES

Please note this job description is not designed to serve as a comprehensive listing of activities, duties, or responsibilities required of the employee in this position. Duties, responsibilities, and activities may change at any time, with or without notice.

To apply, please send your cover letter and resume to allcove@coastpride.org.

This position is open until filled.

CoastPride is an equal opportunity employer. Applications are strongly encouraged from women, people of color, immigrants, young people, lesbian, gay, bisexual, queer, transgender, genderqueer people, people living with HIV/AIDS, people with disabilities, and bilingual and bicultural people.

