



HOMELESS PRENATAL PROGRAM

Title: Mental Health Specialist

Summary of Job:

We seek a mission-driven candidate who is passionate about providing therapeutic services to the Homeless Prenatal Program's families. We are especially interested in candidates from backgrounds or lived experience that represent the clients being served and are seeking a candidate with a demonstrated commitment to fostering racial equity to join a diverse mental health team and agency. This position will provide dedicated therapy services to participants in HPP's Jelani Transitional Housing Program and seeks to expand HPP's mental health team to increase our emphasis on perinatal mental health and increase services for pregnant/expecting/postpartum African American/Black clients.

The Mental Health Specialist will be responsible for enhancing the mental and emotional health of families using an integrative and strength-based trauma informed approach. This entails providing direct services for clients as well as supportive and didactic services for case management staff, thereby promoting a more skillful and professional workforce that can better serve our clients. All services are implemented in a culturally adaptive manner with the goal of meeting client and staff needs in a thoughtful and appropriate manner with specific respect and attention to race, culture, and ethnicity.

Essential Duties and Responsibilities:

The Mental Health Specialist will be responsible for providing direct counseling services for clients and supportive consultation services for staff.

Develop and deliver direct services to clients with an emphasis on Black/African American Families, utilizing a trauma-informed, healing centered and strength-based model. Services include:

- Individual and/or family therapy
- Psychoeducation
- Crisis management
- Case management, crisis support and advocacy as a part of case planning.
- Services address trauma and emphasize healing; including racial, ethnic and cultural trauma, effects of domestic violence, community violence, separation/loss, substance use, and other mental health related issues.
- Consultation and coordination of on-going care with other providers such as psychiatrists, social workers and case managers.
- Short term consultation for clients when needed

Develop and deliver supportive and didactic services for staff that cultivates their work with clients and professional/personal growth, including:

- Provide clinical consultation to staff and program teams, promoting reflective practice and providing training and psychoeducation.
- Develop and/or provide consultation for the supportive services offered to clients on-site, such as parenting and peer mentor support groups.
- Facilitate and/or provide support and clinical guidance on staff trainings related to mental health.
- Participate in programmatic evaluation and ongoing Continuous Quality Improvement.
- Participate in weekly team meetings.
- Provide on-call mental health support for HPP clients in crisis during operating hours, including risk assessments for suicidality.

Core Competencies:

All HPP Staff are expected to meet the expectations of our Core Competencies:

- **Accountability and Reliability:** Shows up for the team, the clients, and the organization; takes responsibility for actions, and follows through on task and projects.
- **Collaboration:** Helps colleagues as needed, views responsibilities as shared; Actively participates in agency-wide initiatives/ efforts.
- **Communication:** Uses effective written and oral communication with coworkers and community served; understands emotions of self and others, and responds with empathy.
- **Continuous Learning:** Demonstrates curiosity and eagerness to learn and develop professionally.
- **Equity Mindset:** Understands and is committed to goals of diversity, equity, and inclusion and fostering an inclusive environment; consistently centers equity in the organization's work both internally and externally.
- **Proficiency in area of focus:** Has skills and knowledge in role and area of focus.

Qualifications:

- Valid CA clinical license (PsyD, LCSW or MFT) or license in process with 3 years experience providing counseling to families in the Black/African American Community.
- Expertise in trauma focused and healing centered interventions.
- Experience and extensive knowledge of mental health practices with special populations: homelessness, substance abuse, domestic violence, and community violence exposure.
- Excellent verbal and written communication skills; strong organizational skills, including the abilities to meet deadlines and manage multiple clinical activities simultaneously; demonstrated excellence in attendance and reliability; the ability to work both independently and as part of a multidisciplinary team; excellent communications and interpersonal skills.
- Understanding of how race, ethnicity, culture, language, poverty, sexual and gender identity, age, education, housing insecurity, and systemic oppressions impact a person's mental health.
- HPP recognizes the value of having a staff that brings a wide range of perspectives to this work based on language, ethnicity, race, gender, socio-economic background, political beliefs, sexual orientation, and disability. We are committed to maintaining a diverse, multicultural working environment and particularly encourage applications from candidates with lived experience in the communities we seek to serve.

Other Preferred Skills:

- Excellent interpersonal skills
- Excellent oral and written communication skills
- Consultation and training experience
- Completion of post-doctoral internship in trauma-focused services
Experience developing clinical internship program
- Experience implementing evidence based mental health treatment

Computer Skills:

- Must be proficient in Microsoft Word, Outlook, Excel and PowerPoint Must be able to utilize the internet for research

Physical Requirements: This position requires the ability to work under stress and handle multiple project deadlines. Covid-19 vaccination and boosters and yearly tuberculosis test required.

Work Environment: Must be able to work in a diverse, fast-paced and oftentimes stressful environment. Must be able to work with multi-cultural families facing multiple psychosocial stressors.

Hours: 39 hours/week - M-Th 9-5, F 9-4

Reports to: Mental Health Program Manager

Salary: \$75,000-\$85,000/year + Excellent Benefits

Please reply with **Mental Health Specialist** in the subject line to jobs@homelessprenatal.org. Applications must have the job title in the description to be accepted.

The Homeless Prenatal Program is an Equal Opportunity Employer and provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

About HPP:

The Homeless Prenatal Program is a nationally-recognized family resource center in San Francisco that empowers homeless and low-income families, particularly mothers motivated by pregnancy and parenthood, to find within themselves the strength and confidence they need to transform their lives. The agency serves over 3,000 families in-need annually, providing a variety of programs and services to help families become healthy, stable and self-sufficient.

Over three decades, HPP has grown to become a thriving family resource center with the mission: in partnership with our families, break the cycle of childhood poverty. The agency believes in a two-generational approach and partners with parents to address family needs during the transformative stages from pregnancy through kindergarten.

The first agency in San Francisco to hire former clients as staff, HPP's evolution has been guided by the community it serves. More than half of HPP's immensely talented staff of 100+ are former clients and/or come from the community the agency serves.

