



Seeks Co-Response Jail Diversion Program Director

About Advocates

[Advocates](#) partners with individuals, families, and communities to shape creative solutions to even the greatest life challenges. Advocates philosophy is to listen first, and then, together, do what it takes to help people thrive. Advocates envisions communities in which every person has a full life, decent and affordable housing, meaningful work, satisfying relationships, and good health. Ideally, there will be social, economic, and health justice, a place for all to thrive and opportunities for everyone to make a contribution. At the heart of Advocates' approach and all of its services is a set of core values that guides the work it does in partnership with the people it supports – the [Advocates Way](#).

About the Co-Response Jail Diversion Program

Advocates launched the first Pre-Arrest Co-Response Program in Massachusetts in 2003 at the Framingham Police Department. Currently, Advocates operates [jail diversion programs](#) in conjunction with police departments in many Massachusetts communities. Advocates award-winning model involves extensive collaboration between the police and mental health experts. Advocates mental health clinicians train and work alongside police officers to help evaluate behavior and determine appropriate treatment. Cross-training between the police and clinicians has led to mutual understanding and respect. Police departments report that the number of 'repeat players' has decreased as people are referred to appropriate services. Given that Co-Response clinicians are on the scene alongside police, they can provide rapid assessment and de-escalation. This allows for a reduction in costly and unnecessary transportation to hospital emergency departments for mental health assessment.

Advocates also launched the Co-Response Training and Technical Assistance Center (CR-TTAC) in 2018. The Center is the first hub for the Co-Response Model in Massachusetts. The Center expands Advocates' successful Co-Response model and offers a unique opportunity for police departments to receive evidence-based Mental Health First Aid trainings to better serve their community.

About the Program Director Position

Reporting to the Vice President of Community Justice Services, the Program Director will have the opportunity to lead a committed, highly effective, loyal, and determined team of clinicians and trainers with an unwavering commitment to and pride in the co-response program which has received national and international recognition. The Program Director will lead a team of close to thirty clinicians, program managers, and trainers who collectively support police departments in thirty-three Massachusetts towns. In addition to overseeing all operations and staff, high priorities for the Program Director include:

- Implementing strategies for recruiting, onboarding, and retaining highly qualified clinicians in a tight labor market to provide appropriate coverage for this rapidly expanding program.
- Developing proactive and realistic plans for managing growth.
- Staying abreast of and implementing new models to complement the co-response model so Advocates can meet the diverse expectations of its police department partners and those it serves.
- Sustaining the camaraderie and teamwork of a tight-knit group of clinicians while also expanding the program and staffing.

- Networking regularly throughout the state to create mutually beneficial relationships with police departments, state agencies (such as the Department of Mental Health), and other collaborators and partners.
- Creating and sustaining a work culture which recognizes the unique stressors associated with a clinician's role and which provides appropriate supports and supervision.
- Expanding Advocates systemic impact by providing exceptional training through CR-TTAC and via public advocacy and promotion.

Profile of the Ideal Candidate

Credentials:

- Masters or doctoral degree in Psychology, Social Work, or a related field.
- Current Massachusetts independent practice licensure in Mental Health Counseling, Social Work, or Psychology or eligibility to secure licensure within first year of employment.
- A minimum of five years of clinical, operational, and supervisory experience, preferably in a fast-paced, crisis-oriented environment.
- Working knowledge of current version of the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders.

Skills and Qualities:

Program Management

- Manage and maintain overall administrative and clinical functions for each Jail Diversion Program.
- Oversee clinical programming of services in coordination with the Psychiatric Emergency Services (PES) Leadership and Quality team to ensure that performance specifications and grant requirements are achieved.
- Actively engage in Quality Management activities to continuously explore, improve, and streamline the delivery of current services and to consider alternative models of program delivery.
- Ensure that clinical services are being delivered in accordance with Advocates clinical philosophy and all licensing and regulatory bodies in coordination with the Behavioral Health Leadership and Quality Management Teams.
- Proactively participate in regular PES supervisors' meetings.
- Demonstrate strong assessment and interviewing skills.

People and Culture Development and Management

- Provide focused leadership, support, and excellent and tailored supervision to the assistant director, program managers, and clinicians.
- Create and maintain a welcoming, trauma informed, culturally sensitive environment and treatment approach to meet the needs of the population served by Advocates.
- Ensure that people receiving services and staff are treated with dignity and respect in accordance with Advocates Human Rights Policy while adhering to Advocates Way principles.
- Demonstrate superior interpersonal skills with the ability to create and function in a team atmosphere while bringing high energy and engagement to the work.
- Provide on-call availability to program staff as needed for consultations.

Networking and Collaboration

- Participate in statewide provider meetings for networking and program improvement opportunities.
- Liaison to other community providers and related agencies and develop community resources, as needed.
- Able to develop and maintain mutually beneficial relationships with partners and collaborators.
- Seek and create opportunities proactively to collaborate across divisions.

- Skilled at publicly representing the co-response program.
- Demonstrated understanding of and competence in serving culturally diverse populations is strongly preferred.

Other

- Skilled at managing grant applications, reporting, and data requests.
- Exceptional organizational and time management skills.
- High ethical and professional standards with the commitment to perform all duties in accordance with the agency's policies, procedures, and performance standards.
- Ability to communicate effectively verbally and in writing with the ability to read and speak English.
- Possess basic computer knowledge.
- Have a valid driver's license and access to an automobile to travel between sites.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a salary range of \$100,000 to \$125,000. Advocates offers a comprehensive and extremely generous benefits package.

Application Process and Additional Information

Advocates is committed to cultivating a diverse and welcoming community where everyone feels respected and valued. Advocates fosters a culture of inclusion that celebrates and promotes diversity along multiple dimensions, including race, ethnicity, sex, gender identity, gender expression, sexual orientation, partnered status, age, national origin, socioeconomic status, religion, ability, culture, and experience. **People of color, women, persons with disabilities, veterans, and intersectional individuals are strongly encouraged to apply.**

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at: jtarkin@eostransitions.com. Candidates must include a resume and a cover letter that describes how qualifications and experience match the needs and mission of Advocates. Applications will be accepted until the position is filled, but applications received by May 15, 2023 will be prioritized. Upload required documents to: <https://eostransitions.applicantpool.com/jobs/>.