



## Job Announcement

Title: Behavioral Health Lead  
Department: PACT Program for Potrero Hill  
Reports To: Director, Research and Program Development  
Status: Exempt

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**Shanti is a San Francisco based non-profit that builds human connections to reduce isolation and improve quality of life.**

**POSITION SUMMARY:** The Behavioral Health Lead will oversee acute behavioral and mental health supports for Potrero individuals and families directly affected by the redevelopment of the Potrero Hill public housing site into mixed-income housing through the HOPE SF initiative. The ideal candidate for this position has a Masters or Doctoral Degree in Social Work, Psychology or related field, or equivalent community-based experience (7-10 years) supporting individuals managing complex traumas related to addiction and chronic mental health conditions that puts them at risk of eviction or social marginalization. The Behavioral Health Lead is a field-based, accessible staff person that will lead the delivery of specialized, high-touch support to leased and un-leased clients in the community. They/She/He will also be responsible for coaching Shanti staff to work with clients facing behavioral health conditions and developing a robust professional training program, including self-care practices.

### **PRIMARY DUTIES:**

- Lead behavioral health services for individuals and families experiencing acute mental-health and substance use issues:
  - Utilize creative and relational outreach and assessment methods to engage and follow-up with residents using a harm-reduction approach to prevent eviction and reduce social isolation or marginalization
  - Advocate for resident needs, escalating issues to city and community partners as necessary to address systems barriers to resident health and wellness
  - May hold a caseload of 25-40 households, including residents living off-lease
- Coach direct-service and management staff on how to work effectively with residents and property management to stabilize housing & increase the health and wellness of all affected parties
- Develop and institute a robust, tailored professional development program for the PACT team based on assessment of individual and group training needs specific to behavioral health, including self-care practices
- Provide strategic input to city and community partners about how to understand and address resident needs through a behavioral health lens, with special emphasis on the promotion of resident-led responses
- Model and promote collaboration, compassion, positivity, and a commitment to race equity and antiracism values
- Other duties as assigned

**QUALIFICATION/REQUIREMENT:** We seek highly qualified candidates with as many of the following areas of knowledge, ability, skills and experience as possible:

- Masters or Doctoral Degree in Social Work, Counseling, Psychology or related field, OR equivalent community-based experience (7-10 years) working within programs serving low-income communities using a harm-reduction approach. Certification in Alcohol & Drug Counseling preferred.
- Personal and professional understanding of issues related to living in public housing, including generational trauma, social and political marginalization
- Knowledge of and commitment to trauma-informed care and race equity
- Highly collaborative and relational: values team cohesion and positivity
- Strong written and verbal communication skills
- Meticulous data management and reporting
- Commitment to the Shanti Model of Peer Support

**COMPENSATION/BENEFITS:** Shanti offers a competitive non-profit salary and comprehensive benefit package, including multiple fully covered medical options as well as dental and vision. Other benefits include life insurance, long term and short-term disability, chiropractic/acupuncture, Employee Assistance Program and Identity Theft Protection. A 403B saving plan is also available to all employees regardless of FTE status.

Shanti allows for flexible schedules as well as promotes a culture of self-care for all our employees. In the first year of employment, employees earn 90 hours of sick time and 112.5 hours vacation annually and begin accruing sick time and vacation time starting their first day of employment with no waiting period (i.e. you can use as you accrue). Employees also receive 2 personal days annually as well as 15 paid holidays.

**PHYSICAL REQUIREMENTS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required navigate and travel around the city of San Francisco using public transportation and be comfortable walking or standing for extended periods. This position requires a high level of written and spoken communication. The employee is required to use a computer and smart phone to regularly input program data, schedule appointments, and communicate with Shanti staff, Potrero Hill residents and community partners.

**EQUAL OPPORTUNITY:** Shanti is an equal opportunity employer that supports and lives diversity in our staffing and values. Shanti complies with applicable federal, state, and local laws governing nondiscrimination in employment. We actively encourage and seek qualified candidates from people of all backgrounds.

**APPLICATION PROCESS:** To apply, **please send a resume and a cover letter** to Alyssa Nickell, [anickell@shanti.org](mailto:anickell@shanti.org). Please no phone calls.