



DIRECTOR OF CLINICAL SERVICES
POSITION DESCRIPTION
Location: Boston, MA

POSITION PURPOSE

The Director of Clinical Services will join BaMidbar at an exciting moment of growth and transformation, and will play a crucial leadership role as BaMidbar implements its [new strategic plan](#). Over the past six years, BaMidbar has grown from a small startup into a leading national organization in the Jewish mental health sphere, with a \$1.3M budget, ten full-time staff by the end of 2023, and a community of thousands of educational and clinical program alumni.

In collaboration with the Director of Clinical Education, the Director of Clinical services provides oversight and leadership of BaMidbar's Clinical offerings, strategic growth, and will work to identify and build new programs and partnerships. The Director of Clinical Services will oversee BaMidbar's first regional treatment hub, establishing and testing structures and processes that BaMidbar can replicate as it prepares to launch additional regional hubs in the next two years. As a member of BaMidbar's senior leadership team, this position will build and manage a highly skilled and experienced team of regional directors and mental health practitioners, ensuring quality and compliance of all clinical and administrative services and processes.

CORE RESPONSIBILITIES

Program Leadership

- As a member of the senior leadership team, oversee development and implementation of clinical services as BaMidbar transitions its residential therapy program to an outpatient and community-based model
- Oversee BaMidbar's first regional hub in Boston, establishing and testing structures and processes that BaMidbar can replicate as it grows nationally
- Supervise Regional Directors as BaMidbar establishes hubs in other cities
- Serve as a public face for the organization, developing and maintaining highly productive and collaborative relationships with community partners, and soliciting feedback from partners and stakeholders to ensure services are aligned with the community's needs

Clinical Administration

- Oversee formulation and administration of clinical program policies and procedures and ensure that they are in alignment with best practices and meet state, federal, and accreditation requirements
- Develop and oversee EHR policies, documentation best practices, and consistent usage across the organization
- Develop and manage Clinical Program budget

Clinical Philosophy & Programming

- In partnership with Director of Clinical Education, support development of BaMidbar's overarching clinical philosophy and clinical model grounded in evidence-based practices, adventure therapy approaches, and Jewish tradition
- Provide day to day supervision and implementation of clinical philosophy, as delivered through individual, group, and family therapy, and adventure-based immersive experiences
- Ensure high ethical standards in all aspects of care
- In collaboration with Director of Clinical Education, recruit, hire, train, and supervise clinical staff. This may include clinical supervision of provisionally licensed clinicians or clinical interns
- Carry a small clinical caseload (<5 hours/week) as needed

DIRECTOR OF CLINICAL SERVICES

Location: Boston, MA

- Provide on call availability as needed

Educational Programming

- In partnership with Director of Programs & Partnerships and Director of Clinical Education, strengthen educational program partnerships with key Jewish communal organizations
- Contribute to curriculum design and facilitation of educational programs as needed

YOU ARE:

- Deeply passionate about BaMidbar's mission and vision and feel a personal affinity to our work
- Someone with an entrepreneurial spirit, who loves creatively solving problems and navigating obstacles
- A flexible and adaptable individual who is excited to work in a rapidly growing organization
- A hands-on team player who brings enthusiasm, a sense of humor, openness, and a strong work ethic
- Someone who thrives in a position with a high level of autonomy and responsibility
- An expert manager of both people and projects, adept at multitasking, unintimidated by uncertainty, and excels at driving toward results and outcomes
- A candid and intentional communicator with excellent interpersonal and people management skills

NEED TO HAVE'S

- Fully licensed as a Psychologist, PsyD, LICSW, LPC, or LMFT in state of Massachusetts (or license eligible if current license is out of state)
- Proven managerial experience with the ability to effectively lead and direct the work of others and mentor both highly experienced and recently graduated mental health professionals
- Ability to remain calm and exercise leadership under pressure
- Proven project management experience and knowledge of clinical business functions including licensing and accreditation standards, EHR and database management, clinical marketing, billing and insurance, etc.
- High ethical standards for care

NICE TO HAVE'S

- 5+ years of leadership experience in a residential, outpatient, or group practice setting
- 10+ years of post-licensure clinical experience including direct service experience with teens and young adults
- 3+ years of supervisory experience and relevant certifications to provide clinical supervision to provisionally licensed clinicians
- Familiarity with family systems theory and ability to develop and implement psychoeducation for parents and caregivers
- Familiarity with adventure therapy and/or outdoor behavioral healthcare
- Understanding of Jewish culture, values and cycles, and if not fully understood, a willingness to learn and an appreciation for the cultural aspects of the program
- Strong working knowledge of Massachusetts state requirements regulating mental health practice

BaMidbar is an equal opportunity employer, and we strongly encourage people with diverse backgrounds and identities to apply. Frequently cited statistics show that structurally marginalized groups apply to

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jobs only if they meet 100% of the qualifications. No one ever meets 100% of the qualifications. We encourage you to break that statistic.

COMPENSATION AND BENEFITS

- **Position Type:** Full-time, Exempt
- **Salary:** \$90,000-\$105,000 for candidates with 5+ years of leadership experience in a residential, outpatient, or group practice setting. Have more experience? Let's talk.
- **Benefits:** BaMidbar has a generous benefits package including 100% health, dental, vision, short-term disability, and life insurance coverage for employees, a 200 monthly contribution for dependent's health insurance, 403b retirement plan with employer match, flexible schedule, unlimited time off, generous paid parental leave, remote work stipend, professional development stipend, and more. You can learn more about our benefits [here](#).
- **Reports To:** CEO, Jory Hanselman Mayschak
- **Location:** Boston, MA
- **Travel:** Occasional travel, evening, and weekend work required.

TO APPLY

Please use [this form](#) to submit a resume, one-page cover letter, and two writing samples.

WHAT TO EXPECT:

This position will be open until it is filled. We recommend submitting applications no later than **January 8, 2023**. We will acknowledge receipt of your application within three business days. Due to an expected high volume of applications, we will not be accepting phone calls about this role. After initial acknowledgement of receipt of application, we will only be in touch with candidates who move to the first round of interviews. We honor and respect the time that all candidates put into the hiring process!

- We will review applications on a rolling basis until the position is filled.
- Candidates who advance to the first round of interviews will meet with BaMidbar's CEO and Director of Clinical Education via Zoom. First round interviews will take place in early January.
- Candidates who advance to the second round of interviews will complete a skills-based job simulation assignment.
- After completing the job simulation assignments, candidates will have second interviews with members of our full-time team. Interviews will take place in the second half of January. References will be checked before the interview. Offers will be made shortly thereafter.
- We hope the selected candidate will begin in February or March.

ABOUT BAMIDBAR

BaMidbar envisions a Jewish community that actively supports its members in cultivating mental health and wellness. Our mission is to ensure that Jewish youth and young adults have the confidence, skills, and community support to navigate life's challenges and thrive in the face of adversity. BaMidbar strengthens young people's mental health through clinical and educational interventions.

BaMidbar focuses both on the individual young person and the ecosystem that surrounds them, including family and caregivers, school, peers, and Jewish professionals in settings such as camps, youth groups, Hillels, day schools, and synagogues. BaMidbar integrates a multidisciplinary lens that includes experiential learning, clinically-informed frameworks, and Jewish tradition.