



**BOSTON REGIONAL DIRECTOR & CLINICAL EDUCATOR**  
**POSITION DESCRIPTION**  
**Location: Boston, MA**

**POSITION PURPOSE**

The Boston Regional Director will join BaMidbar at an exciting moment of growth and transformation 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.

With support from the Clinical Director and Director of Programs & Partnerships, the Boston Regional Director provides oversight and leadership of BaMidbar's Massachusetts-based clinical offerings, regional growth, and will work to identify and build new programs and partnerships. This includes overseeing 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. In addition to direct oversight of clinical programs, the Regional Director serves as a dynamic and passionate educator providing joyful, Jewish, and experiential mental health education for young people, parents, and Jewish communal professionals. The Regional Director deepens and leverages strong, collaborative relationships with local Jewish communal organizations to increase mental health literacy, boost resilience, and strengthen understanding of how Judaism can be robustly supportive of mental health and well-being.

**CORE RESPONSIBILITIES**

**Clinical Oversight (40%)**

- In collaboration with the national Clinical Director, recruit, hire, train, and supervise clinical staff. This may include clinical supervision of provisionally licensed clinicians or clinical interns
- Provide day to day supervision and implementation of clinical philosophy, as delivered through individual, group, and family therapy, and adventure-based immersive experiences
- Carry a small clinical caseload (<10 clients/week) as needed
- Provide on call support as needed

**Program Development & Implementation (30%)**

- Serve as a lead educator and content developer for BaMidbar, delivering high quality, experiential, mental health education both in person and online for young people, parents, and Jewish communal professionals
- Facilitate wilderness and adventure-based clinical and educational programs. This may require backpacking and backcountry travel up to one week at a time, up to four times per year
- Develop and execute additional regional initiatives and programs. Oversee, evaluate, and adjust programs to meet local needs and scale high impact ideas. This includes understanding the opportunities, challenges, and needs in the community and developing strategies, initiatives, and/or programs to address solutions
- Manage all aspects of local projects, including program design, budgeting, resource allocation, and program evaluation

**Relationship Management (15%)**

- Develop deep relationships with leadership of Jewish youth-serving organizations in the region
- Work collaboratively with local partners to achieve results, based upon regional priorities
- Steward relationships with the regional philanthropic community

**Organizational Leadership (15%)**

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- As region grows, supervise regional staff and perform administrative and managerial oversight functions for the local office
- Manage regional budget
- Represent the region on BaMidbar's directors team and bring appropriate learnings and programs back for replication in other regions

#### **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
- A skilled facilitator and educator who is able to communicate complex clinical information in an approachable manner
- 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**

- Licensed as a LICSW, LPC, LMFT, Psychologist, or PsyD in state of Massachusetts (or license eligible if current license is out of state)
- Experience working with at least one (and preferably multiple) of the following populations: adolescents, emerging adults, parents, or communal professionals
- Expertise in at least one (and preferably multiple) of the following areas: adolescent and/or emerging adult development, family systems theory, mood disorders, suicidal ideation, and substance use disorders
- 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
- High ethical standards for care
- 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

#### **NICE TO HAVE'S**

- Understanding of the national Jewish communal ecosystem, including the networks of youth and young adult-serving organizations (camps, Hillel's, day schools, youth groups, synagogues, Federations, etc.)
- 3+ years of leadership experience in a residential, outpatient, or group practice setting
- Supervisory experience and relevant certifications to provide clinical supervision to provisionally licensed clinicians

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- 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.
- Strong working knowledge of Massachusetts state requirements regulating mental health practice
- 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

*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 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:** \$75,000-\$90,000
- **Benefits:** BaMidbar has a generous benefits package including 100% health, dental, vision, short-term disability, and life insurance coverage for employees, a 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:** Senior Director of Programs and Partnerships
- **Location:** Boston, MA
- **Travel:** Frequent evening and weekend work required. Travel for conferences, in-person staff meetings, and teaching in-person programs 6-8 times per year.
- **Organizational Culture:** Learn more about organizational culture at BaMidbar [here](#).

### **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 **February 20, 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.
- First round interviews will take place in late February.
- Candidates who advance to the second round of interviews will complete a skills-based job simulation assignment, and then will take part in second round interviews. Interviews will take place in the first half of March. References will be checked before the interview. Offers will be made shortly thereafter.
- We hope the selected candidate will begin in April.

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#### **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.