



# INSTITUTO FAMILIAR DE LA RAZA, INC.

Job Descriptions

## **Mental Health Specialist**

Semillas de Paz (La Cultura Cura)

**Salary range \$55,000 - \$60,000 annually**

### **AGENCY DESCRIPTION**

Instituto Familiar de la Raza, Inc. is a multi-service community health and social service agency with emphasis in serving the Chicano/Latino/Indígena community in San Francisco with a special focus on the diverse needs of the Mission District. Services include a wide range of mental health, HIV related services, and social services including health promotion, education, prevention, early intervention, case management, and psychological and psychiatric interventions as well as cultural/social and spiritual re-enforcement. The agency serves children, youth, adults and families. It has a rich history of working collaboratively with other agencies to meet the needs of the Chicano/Latino/Indígena community and other cultural/racial communities in San Francisco.

### **JOB and PROGRAM DESCRIPTION:**

This position requires someone who can demonstrate cultural competency in addressing the diverse psychosocial needs of the Mission community including issues pertinent: to gender, race, language, sexual orientation and socio-economic status. The qualified applicant will provide service that include individual/family/group and community interventions, and provide linkage service to mental health and to violence prevention services.

The program offers a range of services and opportunities to youth and their families with a particular emphasis on individuals that have had contact with/or are at high risk of entering the juvenile justice system. Youth and families are provided with case management and mental health services in the community and have access to culturally oriented structured after-school arts and enrichment activities.

### ***Essential Job Duties are but not limited to the following:***

- Provides individual trauma recovery and family crisis intervention to program participants
- Responsible for intake , assessment and treatment plan development
- Provides psycho-educational services to parents and youth
- Provides behavioral health and co-occurring substance abuse services to adults, adolescents, children and their families, including the severely mentally ill population, within a multidisciplinary team
- Provides mental health capacity development to community and partners
- Provides case management and advocacy services as part of the treatment plan
- Coordinates services with staff and community agencies to assure that a continuum of services is provided to clients
- Conducts case conferencing and provides clinical supervision to case manager/Youth Advocates
- Complies with all legal and ethical requirements set forth by the Board of Behavioral Science and with the policies of the San Francisco Behavioral Health Department
- Ability to work a flexible schedule at multiple locations as needed, evening and Saturdays hours are required

*Instituto Familiar de la Raza, is an equal opportunity employer, and does not discriminate on the basis of race, culture, age, disability, gender, or sexual orientation. People of color are encouraged to apply.*

### **Required Skills:**

- Spanish-English bilingual
- Minimum of three year of experience providing mental health services to youth in and out of the juvenile justice system, as well as adult probation systems
- Ability to provide mental health services to target population with an emphasis on working with Chicano/Latino community
- Capacity to provide trauma informed services
- Experience in providing group facilitation
- Ability to interface with multiple systems, including, JPD, Adult probation, CBO's and SFUSD Sites
- Knowledge of CANS assessment and AVATAR documentation systems
- Understanding, working, and knowledge of the needs of immigrant minors, including mono-lingual immigrant Latino youth
- Knowledge of and sensitivity to issues of diversity in the Latino/Chicano community, especially around sexual orientation, culture, language, and gender
- Must be able to provide services in multiple venues and/or within client's homes
- Experience Non-profit community agencies
- Ability to work as a member of a multi-disciplinary team

### **Preferred Skills**

- Bicultural competency

### **EDUCATION, CERTIFICATIONS AND LICENSES**

Master's degree in behavioral sciences or related field  
California Licensed, or must be License eligible (in a behavioral science)  
Must pass and maintain annual Tuberculosis Test  
Must pass Department of Justice Fingerprint screening

### **COMPENSATION:**

This is a full-time position with benefits: Salary range \$55,000 - \$60,000 annually. All full time positions at IFR are able to participate in health benefits, dental coverage, and access to vision plan, paid vacation, sick leave, paid holidays, and on-going opportunities for learning.

### **PHYSICAL DEMANDS:**

*The physical demands described here are representative of that which an employee encounters while performing the essential functions of this job. Reasonable accommodations can be made to enable individuals with disabilities to perform the essential functions*

- Working with children and youth involves extensive physical activity, mental alertness and enthusiasm
- Good general health, physical stamina and emotional stability are essential

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- Ability to hear within normal range, and communicate effectively in person or via telephone in a manner which can be understood by those with whom the person is speaking, including a diverse population
- Requires physical ability to sit at key board for long periods of time and manual dexterity to operate word processing equipment with skill, speed and accuracy
- Ability to move quickly to address emergency or potentially dangerous situations
- Ability to move about the building and the organization as needed
- Ability to use public and/or private modes of transportation, duties are office based, but travel to various offsite venues is required
- Must be able to work outdoors in various types of weather conditions
- On occasion must lift up to 35 LBS

**Please send your resume to:**

[ana.esquivel@ifrsf.org](mailto:ana.esquivel@ifrsf.org)

**Ana Varinia Esquivel**

**Human Resource Manager**

*Please note, resume without a cover letter will not be considered, thank you.*