



## INSTITUTO FAMILIAR DE LA RAZA, INC.

Job Description

### **Mental Health Specialist**

Early Intervention Program/ SPARK

Salary range \$ 58,000.00 to \$64,000 annually

#### **AGENCY DESCRIPTION:**

---

Instituto Familiar de la Raza, Inc. is a multi-service community health and social service agency with an emphasis in serving the Chicano/Latino community in San Francisco with a particular 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, 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 diverse Chicano/Latino communities and other cultural/racial communities in San Francisco.

#### **JOB/PROGRAM DESCRIPTION:**

---

The Early Intervention Program offers a continuum of mental health consultation services to diverse Latino/multicultural early education and school-based settings in San Francisco. Additionally, The Early Intervention Program provides comprehensive, holistic, wrap-around services to families with young children (0-5) living in public housing who have experienced trauma. This program is called S.P.A.R.K. (Strong parents and resilient kids).

The Early Intervention S.P.A.R.K. Program is seeking a bicultural mental health professional, who is enthusiastic, talented and has experience working with the multicultural communities, in particular, the African-American Community. The position requires a minimum of two (2) years of experience in health and social service fields, knowledge of child development, ability to bridge and build relationships, and experience with or interest in providing Child-Parent Psychotherapy (CPP). The primary goal of the wrap around the program is to support and strengthen the relationship between a young child and his or her parent (or caregiver) as a vehicle for restoring the child's sense of safety, attachment, and appropriate effect and improving the child's cognitive, behavioral, and social functioning. We accomplish this through client-centered, nonjudgmental, culturally and linguistically appropriate services.

The San Francisco Department of Public Health, through a multi-year contract, funds this position.

---

Essential Job Duties include but not limited to the following:

- Manage and build community relationships that support a holistic, strength-based culturally responsive system of care for families
- Collaborate closely with the Wellness Center CBO's and partners within the housing development to leverage relationships and integrate services
- Provide intensive wraparound service (including clinical case management) with a focus on CPP therapy to a small caseload of families ( 8 families)
- Responsible for maintaining service documentation and client files

*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.*

- Participate in all training opportunities and learning circles on CPP in order to implement CPP with fidelity.
  - Attend supervision, agency-wide meetings, and represent the program and agency professionally
- Required Skills:
- Minimum of two years' experience delivering services to children 0-5 and their families
  - A minimum of 2 years of experience in health and social service field
  - Clinical Case Management experience
  - Demonstrated experience working on issues of complex trauma, parent-child relationships, attachment, service integration, and holistic interventions that are culturally responsive to Latino and African American communities
  - Demonstrated ability to work independently and take the initiative
  - Experience in settings that required maintaining confidential client information
  - Ability to work occasional evenings and/or weekends
  - Computer, internet, and social media proficiency
- Preferred Skills but not required:
- Bicultural competency
  - Home visiting experience
  - Bilingual (English/Spanish) desired
  - Experience with program evaluation
  - Experience working with Human Service Agencies and Child Protective Services

#### **EDUCATION, CERTIFICATION, AND LICENSES**

Master's or Ph.D. Mental Health Specialist

Must be CA Licensed or license eligible (registered with the Board of Behavioral Sciences or Board of Psychology)

Must pass and maintain annual Tuberculosis Test

Must pass Department of Justice Fingerprint screening

#### **COMPENSATION AND BENEFITS**

Salary range \$58,000.00 to \$64,000 annually depending on qualifications and experience, this is a full time –exempt position with benefits.

All full-time positions at IFR are eligible to participate in medical health benefit plans including dental, vision, 403(b) plan, earn vacation, sick leave, thirteen 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 vital functions.

- Working with children and youth involves extensive physical activity, mental alertness, and enthusiasm
- Good general health, physical stamina, and emotional stability are essential
- Ability to hear with reasonable range and efficiently communicate in person or via telephone in a manner which can be understood by those with whom the person is speaking too, including a diverse population
- Ability to move quickly to address emergency or potentially dangerous situations
- Requires physical ability remain seated at a desk for long periods of time
- Manual dexterity to operate work processing equipment with skill, speed, and accuracy

*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*

- Activities that occur infrequently are: bending, squatting, and crouching, kneeling, twisting, reaching straight, above or below shoulders
- On occasion must lift up to 10 LBS

### How to Apply:

---

To apply: please submit your cover letter and resume in a Word or PDF format to: (please note, resume without a cover letter will not be considered). Please place MHS\_SPARK in the subject line.

Ana Varinia Esquivel  
[ana.esquivel@ifrsf.org](mailto:ana.esquivel@ifrsf.org)  
Instituto Familiar de la Raza, Inc.  
Human Resource Manager