

El Futuro has retained **Morgan Consulting Resources, Inc.** to conduct a national search for their **Director of Clinical Programs**. El Futuro is a one-of-a-kind place where Spanish-speaking immigrants can access culturally-responsive mental health services. This position will work a hybrid schedule based in Durham, NC.



www.morganconsulting.com



About the Organization:

El Futuro is a community-led program, founded as a volunteer effort in 2001 to meet the otherwise unmet need for bilingual mental health services for the growing Latino immigrant community in North Carolina. Since forming as a nonprofit in 2004, and despite drastic reductions in public funding for community-based mental health care, El Futuro has grown to become North Carolina's trusted resource for trauma-informed, culturally-responsive mental health services.

El Futuro is transforming the concept of mental health services and delivery through a community-led model, allowing the Latino community to tell El Futuro and the systems around them what they need to be well. Expanding from traditional notions of mental health delivery being aimed solely at the individual, El Futuro is working to change the systems and structures that have negative mental health impacts on Latino individuals.

With clinics in both Durham and Siler City and a growing effort to improve the quality of mental health for Latino families across North Carolina through La Mesita (El Futuro's Mental Health Provider Network), their mission is to nurture stronger *familias* to live out their dreams.

Learn more at elfuturo-nc.org | [View the 2021 Annual Report](#)

About the Position:

Reporting to the Executive Director, the Director of Clinical Programs will provide leadership, management, and oversight of the Clinical Services department in accordance with El Futuro's strategic plan and vision. The Director will ensure operations and program quality, as well as compliance with policies and guidelines. The Director is responsible for developing, overseeing, and executing the goals and objectives for clinical services programs. This position is a key resource for clinical staff mentoring, problem-solving, and decision making.

The successful candidate will share El Futuro's passion in their most meaningful achievement – helping families grow strong and get back to their dreams for the future that brought them to the community in the first place. The number one source of referrals is from friends and families of clients, reflecting the *confianza* (trust) the organization has built with Latino families over the years – we hope you'll join El Futuro in this important work as Director of Clinical Programs.

Highlights of Essential Functions:

- Participate in the development and execution of population-based strategies for client care that simultaneously ensure efficient access for clients and support a sustainable business model based on value.
- Identify and promote implementation of appropriate treatment models of care within mental health clinic-based programs, including developing appropriate learning opportunities in evidence-based practices.
- Development and oversight of population-based vision including production of metrics that assist El Futuro with tracking/demonstrating population impact.
- Build strategic partnerships with area providers to transition towards an integrated behavioral health system of services and support.
- Research and development in the area of value-based contracting to prepare El Futuro's efforts to adapt to the changing payer landscape.
- Collaborate with Leadership Team to establish programmatic goals, deliverables, policies, and budgets to ensure sustainable funding for core clinical work.

- Establish and implement appropriate policies, procedures, and processes related to clinical and enhanced program services.
- Direct the planning, implementation, administration, and evaluation of all client services and programs.
- Cultivate an environment of cultural humility within clinic-based services, providing clinicians with access to appropriate culturally-informed training and supervision.

Required Qualifications:

- Master's degree in related field or equivalent experience leading in community-based organizations.
- Relevant experience in the management of clinical operations and/or program development.
- Minimum 3 years of supervisory experience.
- Ability to apply commonsense understanding to carry out highly complex, multi-step instructions and make appropriate independent decisions as necessary.
- Demonstrated ability to handle highly confidential information and understanding of HIPAA compliance and regulations.
- Intermediate skill level using Google Suite and MS Office products.
- Experience and familiarity with report writing; ability to produce quality materials within tight timeframes and simultaneously manage several projects.
- Professional, self-motivated, results oriented.
- Strong communication skills (written/verbal/presentation).
- Detail oriented, with the ability to manage multiple tasks in parallel on an ongoing basis.
- Demonstrated collaborative working style, especially with Leadership Team peers.
- Ability to adhere to schedules and deadlines.

Preferred Qualifications:

- Master's degree in Social Work, Public Health, Counseling, Psychology, or Healthcare Administration.
- Strongly preferred: Spanish language proficiency and familiarity with Latino culture.
- Strongly preferred: Experience in behavioral healthcare.

For a complete position description, visit: [here](#).

Benefits:

El Futuro offers competitive pay and a generous benefits package including:

- 23 days PTO per year with increases at 3, 5, and 10 years of service.
- 12 paid holidays per year.
- 403B matching effective on first payroll.
- Employer paid medical, dental, vision, life, short-term and long-term disability.
- Annual stipend and paid time off for professional development, as well as opportunities for coaching and mentorship.

Are you interested in exploring this opportunity? We'd love to hear from you!

Erica Eikelboom, Executive Search Consultant

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