



JOB DESCRIPTION

Clinical Counseling Manager (LCSW)

ABOUT RED HOOK INITIATIVE (RHI)

[Red Hook Initiative](#) (RHI) is a community-based nonprofit working to improve the lives of the more than 6,500 residents of Red Hook Houses, Brooklyn's largest public housing complex. RHI believes that the social change to overcome systemic inequities begins with empowered youth, and that change in communities should come from within. In partnership with community adults, we nurture young people in Red Hook to be inspired, resilient, and healthy, and to envision themselves as co-creators of their lives, community, and society.

Youth development, community building, and community hiring are at the core of RHI's approach to strengthen Red Hook's future. Our model gives young people and residents the tools, resources, and opportunities they need to interrupt the systems and barriers that perpetuate historic inequities for the community. Residents lead the way toward a more equitable, hopeful future.

RHI's programs include:

- **Youth Development:** RHI engages over 450 adolescents each year, from middle school through young adulthood, endeavoring to interrupt cycles of injustice and to build hope. We have nurtured young people in Red Hook, Brooklyn to be inspired, resilient and healthy, and to envision themselves as co-creators of their lives, community, and society. Dozens of participants in RHI programs have returned to RHI as staff and have jump-started careers in youth development from there. A key component of our approach to youth development and community building lies in the integration of socio-emotional support. Counseling values and holistic practices are essential.
- **Building Community:** Working with Red Hook youth and adults to organize, exercise leadership to drive positive change for the community, and increase social cohesion to build a more resilient neighborhood.
- **Investing in Residents:** RHI hires locally and invests in residents who will improve their lives and the community in which they live. More than \$1.5M was earned in the last year by people from Red Hook.
- **Red Hook Farms:** A youth-centered urban agriculture and food justice program operating one of Brooklyn's original and largest farms. Red Hook Farms cultivates affordable, fresh produce and provides STEM and nutrition education, leadership development, and employment opportunities for local youth and residents.

Over our 20-year history, RHI's model and dedicated team have been nationally recognized for its innovative, place-based approach to social change.

Learn more about our mission, programs, and impact:

[RHI's 2021 Impact Report](#) further highlights our work with neighborhood allies to bring Covid-19 resources into the Red Hook community through a recovery plan that is rooted in healing and aims to improve outcomes across health, education, economic mobility, and food access.

THE OPPORTUNITY

RHI is seeking a highly trained and experienced clinician with an LCSW degree and superior supervisory and coaching skills to become an integral member of an interdisciplinary team responsible for engaging over 450 young people annually across RHI's youth development programming. Reporting to the Chief Program + Policy Officer, the Clinical Counseling Manager will be responsible for clinical supervision of a small clinical team responsible for the provision of social, emotional, and mental health services and helping to shape program strategy as well as access to mental health services and resources for residents of the Red Hook community.



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The Clinical Counseling Manager will embrace a trauma informed practice and intersectional lens to shape the delivery of social-emotional support in all of RHI's programs.

In this role, the Clinical Counseling Manager will have access to training opportunities and continuing education to support ongoing staff development, including certification in Motivational Interviewing, Mental Health First Aid, Therapeutic Crisis Intervention, Psychoeducation (Seeking Safety), and Transformative Justice.

KEY RESPONSIBILITIES

Supervision + Coaching

- Set a vision for providing healing justice community care for Red Hook residents, as well as guide program strategy for the team.
- Provide hands-on clinical supervision, coaching, and professional development workshops for clinical team fostering a team-oriented, supportive, accountable work environment. Clinical supervision will include:
 - Weekly individual clinical supervision (offered at RHI and/or offsite as needed)
 - Weekly individual administrative supervision
 - Weekly team meetings for either skill share, peer supervision, or co-visioning
 - Review clinical case notes
- Recruit, hire and onboard new program staff members in keeping with the RHI model.
- Train, supervise, and evaluate clinical staff and/or student interns around casework counseling and group work responsibilities, home visits, appropriate case documentation, and advocacy.
- Conduct mid/annual performance reviews for all direct reports on the counseling team.
- Evaluate individual worker's training needs and provide assistance and referrals for training.
- Oversee program operations and lead staff in short & long-term program planning.
- Develop guidelines, policies, structures, and training for mandated reporting.
- Serve as a thought partner in leadership meetings and discussions as it pertains to mental health access for the Red Hook Community.
- Represent RHI at local events, community gatherings, workshops, and training, as needed.

Counseling, Case Management + Advocacy

- Maintain & review accurate records including clinical case notes, documentation of services, group summaries, sign-in sheets, and Salesforce data entry for your work and the counseling team.
- Maintain a clinical caseload & provide case conferencing to other programs.
- Support member enrollment and participants' mental health needs by overseeing:
 - Individual & group counseling, therapeutic groups, community workshops, case management, advocacy, group work, community wellness clinics and health programs (e.g., Acupuncture Program).
- Collaborate with interdisciplinary teams to provide holistic support services, including leading clinical case conferencing for individual teams to coordinate support services.
- Develop partnerships for psychiatric care, and ongoing therapy as the need is identified.
- Facilitate case conferencing with psychiatric/clinical partners once quarterly.
- Manage psychiatric partnerships and referrals as it relates to grant requirements
- Coordinate crisis and intensive clinical case management for youth participants and adult community members as needed.
- Coordinate and assist in conducting home visits with participants for external referrals as necessary during crisis situations.



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Program Design, Implementation + Evaluation

- Lead RHI's counseling grant partnerships, including serving as the key point of contact with major funders and partners (e.g., NYU Langone-Brooklyn, William T. Van Ameringen, and The Mayor's Fund.)
- Serve as data lead for grant reporting, which may include producing monthly and quarterly reports on screenings and completed referrals and sharing any notable themes.
- Produce timely program and service evaluations and reports across programs including the creation of reports on outcomes and participation.
- Collaborate with RHI program leaders to oversee effective implementation of socio-emotional programs including identifying and coordinating staff training to support socio-emotional needs of the RHI community as needed.
- Assist in co-creation of program development and in future planning for RHI with a focus on counseling and youth needs.
- Ensure that all clinical and related counseling services are provided in full compliance with the highest ethical and quality assurance standards.

May be assigned other responsibilities as determined by the Chief Program + Policy Officer.

CANDIDATE PROFILE

The Clinical Counseling Manager should possess the following competencies, skills, and personal attributes:

- **Deep Social Justice Values**
A belief in community-driven change, equity, and inclusion; fluency with related concepts like racial equity, redlining, and systemic discrimination; and the ability to facilitate complex conversations about historic inequities.
- **Commitment to RHI's Mission + Organization Values**
Passionate about the RHI mission and maintaining programmatic excellence for the benefit of the Red Hook community including an enthusiasm for youth development and community work. Demonstrate a strong alignment with RHI's core values including embracing diversity, equity, and inclusion, engaging in practices that promote a positive work environment, respects differing opinions and perspectives, and ensures the fair and equitable treatment of staff in all interactions and employment matters.
- **Clinical + Group Expertise**
Familiarity with strengths-based, culturally responsive practice, anti-oppressive counseling perspectives as well as a healing justice framework; awareness of the impact of structural inequalities and trauma upon wellbeing and development; ability to engage young people therapeutically in a non-clinical/community-based setting; and ability to develop programming and facilitate groups.
- **An Effective Communicator**
Superior communication skills, both verbal and written, with the ability to build authentic and positive relationships among program participants and constituents with diverse backgrounds including youth, parents, school leaders, community members, local and citywide CBOs, and other stakeholders across RHI's work.
- **Collaborative Team Player**
Able to work independently and also committed to being a positive team player and working collaboratively with staff at all levels with diverse backgrounds. Approaches work enthusiastically with openness and a good sense of humor.
- **Attention to Detail + Organization Skills**
Detail-oriented and able to develop systems and processes to organize multiple tasks and assignments, balance priorities and accurately keep track of information and deadlines.



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Experience + Education

- LCSW required; SIFI certification preferred.
- Bilingual (English/Spanish) preferred.
- At least three years' experience providing individual counseling and running therapeutic groups with youth in a community-based setting utilizing a trauma informed practice lens and healing justice framework, in addition to providing wellness planning and safety planning.
- Additional experience preferred:
 - At least one year supervision of a counseling team
 - Team lead of a youth development group or SW group
- A strong affiliation with the Red Hook community or residency in Red Hook is a significant plus.

COMMITMENT TO DEI + EQUAL EMPLOYMENT OPPORTUNITY

RHI actively engages individuals from all backgrounds and is committed to embracing diversity across all areas and aspects of the organization. We firmly believe that an atmosphere of civility and mutual respect towards individual differences and embracing an inclusive and equitable environment is indispensable to building a successful organization, contributing to a positive and meaningful employment experience for staff, and advancing the best possible outcomes for the clients served by RHI's programs. We are also committed to community hiring and supporting the job prospects of Red Hook residents.

As an equal opportunity employer, RHI is committed to providing employment opportunities to all qualified individuals and does not discriminate against any employee or applicant on the basis of race, color, national origin, religion, sex, sexual orientation, gender, gender identity and expression, disability, age, marital status, military status, veteran status, pregnancy, parental status, genetic information, or any other characteristic or basis prohibited by applicable law.

COMPENSATION + BENEFITS

RHI strives to offer employees a competitive compensation and benefits package that reflects its core values and commitment to its staff. The salary range for this managerial role is \$75k - \$80K commensurate with the candidate's competencies and experience. Additionally, RHI provides a comprehensive benefits package which includes - medical, dental and vision coverage; 403b retirement plan; flexible spending accounts for out-of-pocket health, dependent and commuter expenses; life insurance and 24 PTO days.

This position is based on-site at RHI's main program office in Red Hook, Brooklyn. The ideal candidate should be in reasonable commuting distance to our main program office or a resident of Red Hook or one of its neighboring communities in Brooklyn.

TO APPLY

Please email a cover letter, resume and salary requirements to: apply@rhicenter.org with '**Clinical Counseling Manager (LCSW)**' in the subject line.