

TITLE: Director, Mental Health

CLASSIFICATION: Management Team – Classified Administrator – Categorically Funded

SALARY RANGE: 25

SCOPE OF POSITION:

Under the direction of the Senior Dean of Students, and working within a public health framework, provide oversight, develop, administer, and evaluate direct and preventative mental health services and programs for students coordinate throughout the District; act in collaboration with the Director, Student Health in the overall administration of holistic health services for students, including prevention programming, health education, and health and safety risk management related to assigned areas; perform a variety of complex administrative, technical, and confidential tasks; provide, and coordinate mental health crisis intervention; provide consultation to employees regarding students; ensure compliance with Federal and State regulations and mandated reporting requirements; hire, train, supervise and evaluate the performance of assigned staff.

KEY DUTIES AND RESPONSIBILITIES:

Examples of key duties are interpreted as being descriptive and not restrictive in nature. Incumbents routinely perform approximately 80% of the duties below.

1. Plan, provide administrative oversight, coordinate, implement and evaluate student mental health services, policies, and programs for the Sonoma County Junior College District; develop policies and procedures, and ensure quality control of programs and services; ensure compliance with Federal and State regulations and mandated reporting requirements.
2. Provide and coordinate mental health crisis intervention including work with threat assessment, and serve as lead mental health professional of the behavioral intervention case review team; collaborate with staff in the development, implementation and evaluation of District and departmental crisis intervention and threat assessment protocols and procedures, and prevention activities; lead District response for psychiatric emergencies and post-incident intervention; consult with administration, faculty, and staff regarding mental health issues of students.
3. Triage, assess, treat, therapize, and case manage students with mental health challenges; provides lead administrative oversight of the service delivery model for individual and group therapy; maintain confidential records of mental health therapy sessions and treatments including records provided by department staff.
4. Collaborate with the Director, Student Health on departmental program review and planning process, student area learning outcomes assessment; student health needs assessments and other quality improvement projects; prepare reports of mental health services activities; provide ongoing assessment of District mental health needs for continuous quality assurance, program evaluation, and data-informed decision making; use data analytics where appropriate to assess and improve mental health services, and student persistence and retention outcomes. Train, supervise and evaluate the performance of assigned staff; interview and select employees and recommend transfers, reassignment, termination and disciplinary actions; recruit, select, and conduct orientations for new mental health trainees.
5. Provide clinical supervision for any unlicensed associate therapists or trainees as needed, including training, individual and group supervision, didactic, and case management.
6. Participate in ongoing clinical consultation or supervision with other mental health professionals to ensure ethical and legal standards are consistently upheld.
7. In collaboration with the Director, Student Health, plan, organize, promote and direct health and wellness education functions and activities to enhance health awareness; develop and infuse health related issues into courses and classroom management practices; oversee the development of health promotion outreach activities

KEY DUTIES AND RESPONSIBILITIES – Continued

8. In collaboration with the Director, Student Health, coordinate health and wellness services and related communications and information between District faculty, staff, students, hospitals, public health agencies, law enforcement organizations, and crisis stabilization units, and other external agencies; ensure proper and timely resolution of health service issues.
9. In collaboration with the Director, Student Health, serve as liaison and advocate for the District with County, State and Federal agencies to expand health-related services and benefits; advocate for increased access; develop current referral systems, and negotiate Memorandum of Understanding (MOUs), contracts and community partnerships; collaborate with other agencies to obtain grant funding to address identified student health support needs.
10. Assist the Director, Student Health, in developing and preparing the budgets for Student Health Services department; analyze and review budgetary and financial data; authorize expenditures in accordance with established limitations; monitor budgets based on available revenue from multiple sources; research and identify additional external revenue resources appropriate for the department.
11. Coordinate and administer funds and grants in Student Health including developing, implementing, and evaluating education and outreach activities on the prevention, recognition, and treatment of psychological and behavioral problems; collaborate in prevention work with others in the college and community.
12. Engage in professional development activities on an ongoing basis.
13. Serve as a liaison and coordinate efforts with local mental health response teams and community-based organizations throughout Sonoma County to ensure effective crisis response, continuity of care, and integration of services for students in need.
14. Provide mental health support across all District sites as needed.

KNOWLEDGE OF:

1. Management of college student mental health programs.
2. Principles, terminology, practices, procedures and techniques related to mental health, crisis intervention, consultation, screening, assessment and treatment functions.
3. College, State and Federal standards and requirements governing clinical supervisors and trainees in mental health services, including California licensing laws, HIPAA and FERPA, and professional clinical standards.
4. Applicable laws, codes, regulations, policies and procedures
5. Preventative mental health theory and practice.
6. Public health agencies and local health care resources.
7. Budget preparation and control.
8. Oral and written communication skills.
9. Principles and practices of administration, record-keeping, supervision, and training.
10. Applicable laws, codes, regulations, policies and procedures.
11. Interpersonal skills using tact, patience, and courtesy.
12. Philosophy and objectives of the California Community College system.
13. Modern office procedures, methods, and equipment including computers and applicable software and media technology.
14. Effective use of electronic medical records.

ABILITY TO:

1. Develop, administer, coordinate and evaluate mental health services for college students.
2. Ensure compliance with Federal and State regulations and mandated reporting requirements.
3. Train, supervise and evaluate the performance of assigned staff.
4. Participate in the activities and services offered in the Student Health Services program.
5. Communicate effectively both orally and in writing.
6. Maintain accurate and complete records and prepare clear and concise reports.
7. Interpret and apply applicable federal, State, and District policies, laws, and regulations including application of legal and ethical standards of licensed mental health professionals.
8. Establish and maintain cooperative and effective working relationships with others, within Student Health Services and in the District and community.
9. Operate a computer and assigned office equipment.
10. Analyze situations accurately and adopt an effective course of action.
11. Meet schedules and timelines.
12. Work independently with little direction.
13. Plan and organize work.
14. Direct the maintenance of a variety of reports, records and files related to assigned activities.
15. Demonstrate sensitivity to, and respect for, a diverse population.
16. Evaluate, treat, and manage acute and serious psychological disorders.
17. Assist in the development, administration, and implementation of program goals, objectives, and procedures for Student Health Services and the District.
18. Demonstrates sensitivity to and understanding of historically minoritized groups and participates in professional development activities to support an inclusive environment in the Student Mental Health programs, and across the District.

MINIMUM QUALIFICATIONS:

Candidates/incumbents must meet the minimum qualifications as detailed below, or file for equivalency. Equivalency decisions are made on the basis of a combination of education and experience that would likely provide the required knowledge and abilities. If requesting consideration on the basis of equivalency, an Equivalency Application is required at the time of interest in a position (equivalency decisions are made by the supervising administrators, in coordination with the department where the vacancy exists, if needed.)

Licensure:

Active California license as a psychologist, licensed clinical social worker, or marriage and family therapist.

Education:

Doctorate in Psychology or Masters or higher in social work or marriage and family counseling.

Experience:

Meet criteria for Supervisors of ASWs, AMFTs, MFT Trainees or APCCs per the California Board of Behavioral Sciences; also meet criteria for psychology trainees per California Board of Psychology and BAPIC.

Have practiced psychotherapy during at least two (2) years out of the last five (5) years prior to the commencement of supervision AND provided direct supervision to ASWs, AMFTs, MFT Trainees, or APCCs who perform psychotherapy during at least two (2) years out of the last five (5) years prior to being hired, preferably in an educational setting.

Increasingly responsible experience providing mental health services.