



INSTITUTE FOR NONVIOLENCE CHICAGO

POSITION TITLE: Supervisor, Behavioral Health and Wellness

REPORTS TO: Associate Director of Behavioral Health and Wellness

The Institute for Nonviolence Chicago's mission is to end the cycle of violence using Dr. Martin Luther King, Jr.'s principles and teachings of nonviolence. Informed by a philosophy of nonviolence, Nonviolence Chicago will establish caring and sustained relationships with participants engaged in the cycle of violence. We will emphasize partnerships with community members, leaders, social service providers, and local law enforcement to reduce community levels of violence. We will help create a safer, healthier environment for young adults, youth, and their families. These general approaches will be specifically addressed using for major methods: Community Violence Intervention (CVI) / Street Outreach, Individualized Service Provision, Victim Support Services, and Nonviolence Training.

POSITION OVERVIEW:

The Institute for Nonviolence Chicago is currently seeking a Supervisor for the Behavioral Health and Wellness team to ensure quality services for participants. This position will oversee the day-to-day efforts of the Behavioral Health Team and assist with the development and implementation of Behavioral Health and Wellness programming and services. The ultimate goal is to provide behavioral health services to individuals who are actively involved in street violence or recently impacted/exposed to community violence, as well as wellness programming to staff to improve employee health and program capacity. The Supervisor will report to the Associate Director of Behavioral Health and Wellness. The ideal candidate for this role is someone who has experience providing behavioral health services to addressing trauma to individuals affected by gun violence, experience providing clinical supervision to unlicensed clinicians, has some experience with program development and implementation, has demonstrated commitment to the values and mission of INVC, and has a passion for "healing the healers."

ESSENTIAL FUNCTIONS/RESPONSIBILITIES

Participant Behavioral Health and Wellness

- Supervise assigned staff in accordance with the organization's policies, procedures, and applicable laws. Plan, assign, and direct work of assigned staff. Appraise performance, reward, and address performance deficiencies through coaching and/or corrective action.
- Create a workplace culture that is consistent with the organization's mission, vision, guiding principles/code of ethics, and values.
- Provide leadership in the recruitment and enrollment of participants.
- Assures the facilitation of an in-depth orientation process for new staff.
- Assist with and provide leadership in needs assessment to determine participant behavioral health and wellness service needs.

- Ensure Behavioral Health team members meet deadlines to document efforts and activities in CRM system and SmartCare. Review the documentation weekly to understand efforts, improve documentation and to guide next steps of BH team members in their efforts.
- Provide clinical supervision, mentorship, and other support to clinical staff and MSW interns as needed.
- Assist with development, implementation, evaluation of behavioral health and wellness services for INVC participants; Manage key projects as tasked by Associate Director of Behavioral Health and Wellness.
- Be available to provide clinical guidance to team members and emotional support to INVC participants during shooting responses 24/7 in collaboration with other team members.
- Assist with the development and integration of trauma-informed policies, practices, and services for INVC participants.
- Maintain small caseload of up to 6 participants. Complete behavioral health intakes, clinical assessments, and individual therapy sessions; maintain progress notes and other relevant program data and record keeping as necessary in a timely manner.
- Oversee facilitation of process and skill building groups with participants, including CBI, weekly survivor support group, and other groups; facilitate groups as needed.
- Provide presentations and trainings to staff and community partners as needed.
- Assist with development of strategic alliances with community providers, particularly around behavioral health and wellness resources.
- Collaborate with courts, probation and parole, jail and prison systems to provide behavioral health and wellness services to those reentering the community, including CBI curriculum.
- Conduct outreach to community providers, families, and significant others to gather additional information for behavioral health and wellness service planning.
- Provide services in a culturally humble and responsive manner.
- Additional duties as required by Associate Director of Behavioral Health and Wellness.

Cognitive Behavioral Intervention (CBI) Cofacilitation and Oversight

- Under the direction of Associate Director of Behavioral Health and Wellness, lead facilitation of CBI for Nonviolence groups with participants in FLIP, HOPE, and/or Workforce Development programming in a trauma-informed manner with co-facilitation support from frontline staff; model appropriate group facilitation skills.
- Train frontline staff in CBI for Nonviolence both for their own personal use and for delivery with program participants.
- Provide ongoing coaching to non-clinical staff co-facilitating CBI and other behavioral health and wellness interventions to participants to ensure quality services and fidelity to model.
- Assist with development of standardized means of assessing staff and participant comprehension, retention, and utilization of CBI skills; train non-clinical staff in assessment methods.
- Work with program staff to tailor CBI curriculum to best fit population served and align with other program content.

Employee Behavioral Health and Wellness

- Participate in and provide leadership to interdisciplinary wellness team responsible for development and implementation of staff wellness programming.
- Collaborate with CORNERS and other research partners in evaluation of staff wellness programming.
- Be available to provide emotional support to INVC staff related to shooting responses and other on-the-job trauma exposure as needed.
- Assist with the development and integration of trauma-informed policies and practices to enhance program effectiveness.
- Complete relevant program data and record keeping as necessary in a timely manner.
- Assist with facilitating process groups, presentations, and trainings to staff and community partners, including CBI.
- Provide services in a culturally humble and responsive manner.

Required Qualifications

- Master's degree in psychology, social work, or related behavioral health field required
- LCSW, LCPC, or LMFT required
- At least 5 years experience providing evidence-based individualized trauma-responsive behavioral health services
- At least 2 years providing clinical supervision to unlicensed clinicians and/or MSW interns
- Experience documenting biopsychosocial assessments and case notes
- At least 2 years experience facilitating behavioral health groups
- At least 2 years experience with crisis intervention
- At least 2 years of experience providing community-based services to youth and adults, preferably from communities with high rates of violence
- At least 2 year of experience working on a multidisciplinary team
- Experience and comfort working in a community-based setting
- Ability and commitment to maintain high level of confidentiality regarding participants and staff
- Ability to understand and follow safety/security practices and work in high pressure situations.
- Knowledge of the criminal justice system, court processes, restorative justice practices and alternatives to incarceration
- High level of interpersonal skills and conflict resolution skills and ability to communicate effectively both verbally and in written form.
- No pending criminal cases
- Candidate must have their own vehicle, valid driver's license, vehicle insurance and good driving record.
- The institute is a drug free and safe workplace; passing a drug screening and background check is required prior to being hired

SALARY/BENEFITS:

- Competitive/commensurate with experience and other qualifications. Competitive benefits package available, including Health, Life, and 401K. Employment with INVC requires proof of vaccination or an approved medical exemption.

To apply, please send a cover letter along with your resume to [hiring@nonviolencechicago.org](mailto: hiring@nonviolencechicago.org).



Institute for Nonviolence Chicago -- EEO Statement

Institute for Nonviolence Chicago provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, Institute for Nonviolence Chicago complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.