Position: Behavioral Health and Wellness Manager  
Department: Programs  
Location: Pacific Pride Foundation, Santa Barbara, CA  
Salary: $75,000, with additional $5,000 pay differential for bilingual candidates

ORGANIZATION

Pacific Pride Foundation (PPF) is the largest LGBTQ+ center between Los Angeles and San Francisco. Partnering with 65 educational and nonprofit agencies, we create a thriving and visible LGBTQ+ community and prevent the transmission of HIV and HEP-C. Serving more than 7,000 people per year with an annual budget of $1.6 million, our programs serve all of Santa Barbara County, and focus on the health and wellness of individuals as well as the community. Most of our programs take place both virtually and in-person, including programs for youth and older adults, counseling services, LGBTQ+ competency training, community events, and advocacy. Additionally, we provide in-person opioid prevention and response services, including the only syringe exchange program in Santa Barbara County.

JOB SUMMARY

Reporting to and with the support and guidance of the Executive Director, the Behavioral Health and Wellness Manager is responsible for overseeing and implementing a robust suite of community health and wellness programs countywide, including opioid response, harm reduction, testing, training, counseling, and counselor intern training. The BHW Manager will supervise a Health & Prevention Coordinator, as well as a Counseling team, and will be responsible for those programs as a whole, including front-line program facilitation when necessary. This position is ideal for a skilled, passionate programs professional who is eager to innovate and expand established programs for LGBTQ+ and HIV-impacted communities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The Behavioral Health and Wellness Manager oversees a team responsible for the following:

- Oversee Health & Prevention programs, including county-wide mobile Syringe Services Program with weekly exchange events at multiple locations throughout the county; HIV, Hep C, and Covid-19 testing, outreach and operations; (including developing quality and compliance plans and reports, ordering and maintaining testing supplies, test site logistics, and client intake); PrEP navigation; and supply inventory and ordering.
- Oversee ongoing training of HIV test counselors as required by the State Office of AIDS.
- Oversee in-person and teletherapy counseling and training program: hire counseling interns, manage client intake list and master sheet, assign new clients, oversee therapy group menu, set fee scale, oversee payment process, digitize clinical files, manage, maintain and update policy and procedures manual, intake process, delivery of clinical supervision, and training of counseling interns in LGBTQ+ and HIV/AIDS clinical competency.
- Oversee LBTQ Health Equity Project, focused on providing mental health services to LBTQ immigrant women, nonbinary, and trans people.
- In partnership with the Community Outreach and Education Manager, oversee training requirements for PPF, including government contracts.
- Supervise program staff responsible for Health & Prevention and Counseling programs throughout Santa Barbara County. Positions may be located in a different office.
- Support grant-writing and reporting with qualitative & quantitative data; track data and deliverables for grants and contracts and serve as program contact.; Ensure all contractual reporting requirements are met in a timely fashion.
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- Manage data collection, entry, and maintenance; work with data workgroup to design and implement data collection process and track statistics and client demographics; conduct surveys and use other evaluation tools to track effectiveness.
- Ensure supervision and oversight of all Health & Prevention volunteers and interns.
- Work with language access committee to ensure access for Spanish, English, and Mixteco-speaking clients.
- Maintain effective working relationships with outside service providers, donors and community partners; represent PPF on various community committees, including monthly Rainbow Roundtable meetings.
- Other Duties As Assigned

QUALIFICATIONS

- Education Requirement: MFT, MSW, MPH, or other related degree.
- 3 years experience minimum in program development.
- Excellent written, interpersonal and verbal skills, with attention to detail, strong organization skills, and follow-thru.
- Experience supervising staff, including volunteers.
- Ability to take initiative and operate as a program lead.
- A team-oriented approach to work, with the ability to collaborate with and motivate staff, volunteers, and other ambassadors.
- Strong understanding of confidentiality and professionalism in a program setting.
- Strong emotional intelligence.
- Knowledge of or experience working with the LGBTQ+ community and familiarity with issues of particular relevance, plus a desire to make a meaningful difference.
- Ability to use organizational PC and g-suite.
- Experience in a non-profit environment a plus.
- Familiarity with Apricot or other CRM, a plus.
- Experience working with people who use IV drugs a plus.
- Bilingual English-Spanish or English-Mixteco preferred.

PHYSICAL REQUIREMENTS:

The person in this position must be able to:

- Move about inside the office to access file cabinets, office equipment, shelves, etc.
- Lift up to 25 lbs.
- Communicate via telephone, video conference, email and in-person.
- Drive to in-person trainings, SSP locations, testing events, meetings, etc.
- This person will be required to demonstrate full Covid-19 vaccination and up-to-date boost records, take an annual TB test, and submit an MVR to demonstrate a clean driving record.
- Work occasional evenings and weekends as needed.

COMPENSATION

Salary is $75,000-$80,000 annually. Benefits package includes: health insurance, 2% IRA contribution, paid vacation, sick time, and holidays. This salary range reflects a pay differential of $5,000 for candidates that are fluent bilingual in English-Spanish or English-Mixteco.
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LOCATION

Office is located at Pacific Pride Foundation in Santa Barbara, with occasional travel to Santa Maria office and meetings/events throughout Santa Barbara County. Due to COVID-19, candidates must be able to work both remotely and in the Santa Barbara office depending on organizational needs and safety policies.

HOW TO APPLY

Qualified candidates can apply by submitting a resume, cover letter, and salary expectations to careers@pacificpridefoundation.org.

Pacific Pride Foundation is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, gender identity, sexual orientation, pregnancy, disability, political affiliation, marital or family status, age, military service, or other non-merit factor.

Pacific Pride Foundation values candidates with diverse backgrounds and experiences, and we strive to maintain the highest levels of professionalism and accountability, creating opportunities for professional development and personal growth.