



URBAN MINISTRIES
OF DURHAM

JOB POSTING

Job Title: Clinical Director (Full-time)

Reports to: Executive Director

Overview: Urban Ministries of Durham has transitioned from simply meeting emergency needs of food, clothing, and shelter for homeless clients to also supporting clients to end their homelessness by obtaining housing and the resources and connections necessary to sustain independence.

UMD seeks to hire a full-time Clinical Director to 1) enhance an existing case management program and 2) to develop new state-of-the-art support services for families, and (3) to oversee tracking, analysis and reporting of program data and outcomes related to assisting homeless individuals and families to be independent.

The Clinical Director will engage UMD's strong partnerships with community agencies to provide comprehensive case management and connect clients with permanent housing, medical and mental healthcare, employment, education, veteran services, enrichment classes, social support and other resources that support the goal of securing and maintaining permanent housing for Durham individuals and families who are homeless.

Specific duties of the Clinical Director will include:

- Identify evidence-based case management interventions to use with currently underserved clients in order to maximize the number of clients who move from UMD's shelter to permanent housing with the resources to maintain it.
- Incorporate initial assessments, goal setting, ongoing communication, referrals to partner agency services and accountability into the client case management system.
- Develop UMD's Field Education Unit Program goals along with plans for training and recruitment of 8-10 graduate and undergraduate social work interns per year;
- Help interns and staff to further their knowledge, values and skills for working with people who are homeless.
- Ensure that client entry, exit and service delivery data are accurately recorded in UMD's Homeless Management Information System (HMIS);
- Help recruit and train UMD social work staff to model, train, and supervise social work interns.
- Coordinate delivery of 6-8 training/staff development sessions per year for interns and UMD shelter staff on essential elements of case management and effective service delivery for the shelter setting.
- Assure weekly individual and/or group supervision for social work interns;
- Lead weekly case management team meetings with interns and the shelter case management staff, providing clinical feedback on actions, plans and service needs of shelter clients;

- Participate with interns, UMD shelter case management staff and representatives from other partnering agencies in bi-weekly Care Review team meetings, providing clinical input on treatment plans and service needs of shelter clients;
- Conduct periodic analysis of HMIS data for clients to detect trends, barriers and special needs that must be better addressed to enhance outcomes;
- Ensure that staff assesses shelter participants for the needs such as employment and computer skills, education, mental health, veteran services, housing services, life skills, and health education, and develop intervention plans to provide feedback on the best mechanisms to provide or connect clients with such services;
- With the Executive Director and Shelter Manager, develop and lead a process to assess and improve the overall effectiveness of UMD's shelter service delivery system.

Required qualifications and skills

- MSW degree, preferably with LCSW credential, in North Carolina and at least 3 years of experience supervising MSW interns or equivalent professional supervisory experience.
- Strong leadership, vision, and project management aptitude and skills.
- Excellent organizational skills. Able to identify, prioritize, and track tasks and to accomplish them efficiently in a fast-paced work environment. Able to meet deadlines while producing quality work and maintaining good relations with colleagues and interns.
- Experience in a residential or shelter setting and/or working with clients who are homeless, have experienced trauma or who have mental health and/or substance abuse issues.
- Experience in training for a social service setting.
- Proficient with data management, research and analysis and able to quickly master the shelter's HMIS data management system and other computer tools and resources.
- Effective whether working collaboratively or independently.
- Comfortable and effective interacting pleasantly with a wide variety of people internally and externally to UMD.
- Committed to the highest standards of service and professionalism and to UMD's core values of respect, accountability, and collaboration.

Compensation: Salary range in the mid-\$50,000s plus attractive benefits and retirement package.

To apply: Send a resume, three references, evidence of licensure in NC and a cover letter to jobs@umdurham.org no later than October 21, 2016.

Urban Ministries of Durham is an Equal Opportunity Employer.