



HORIZONS UNLIMITED OF SAN FRANCISCO, INC.
POSITION DESCRIPTION AND JOB ANNOUNCEMENT

THERAPIST / SPECIALIST
EMIC BEHAVIORAL HEALTH SERVICES

Full-time, Union Position

Horizons Unlimited of San Francisco, Inc. (Horizons), established in 1965, is a community-based organization located in the Mission District and offers substance use prevention, early intervention, treatment, employment/workforce development, mental health and wellness, and gender-affirming services, to Latino and all youth of color, up to age 24, and their families residing in the Mission District and throughout the city and county of San Francisco.

Position Title: Mental Health Specialist/Therapist, Emic Behavioral Health Services

Reports To: Behavioral Health Program Director

Program Summary: Emic Behavioral Health Services is a program of Horizons that provides a variety of culturally rooted Latino/Mayan/Indigenous youth ages 10-24 and their families. Services include outreach and engagement activities within the community, intake, screenings and assessments for mental health and co-occurring needs, case planning/management and service linkage, wellness groups, and individual/family therapy and support. Our population includes youth and their families who traditionally do not pursue mental health services, face stigma in accessing services, and/or who may have unmet and undiagnosed needs.

Position Description: The Mental Health Specialist/Therapist is responsible for providing therapeutic services to clients experiencing low to moderate mental health symptoms and their families. Additionally, and in collaboration with the program's Mental Health Case Manager, this position may jointly assess mental health challenges, and provide input and information needed for coordinated care. Generally, short term therapy (6-12 months) is offered in order to stabilize the client and if longer care is needed, care can be extended or linkage to more long-term therapy with trusted community partners will be made.

Duties and Responsibilities:

Direct Patient Services

- Provide trauma-informed, healing-centered, and culturally competent therapeutic services for youth and their families.



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- Conduct outreach and engagement activities to inform the community about services.
- Conduct screening, intake, and assessments using CANS, PSC-35 and/or ANSA tools.
- Develop client-driven and strength-based goals plans.
- Provide individual, group and/or family therapy and interventions, including crisis intervention.
- Provide case management and collateral services, communicating regularly with schools, probation officers, social workers, family members, and other caregivers, etc. regarding clients' progress, when appropriate.

Collaborative Care and Coordination

- Lead and/or co-facilitate wellness groups and psychoeducation workshops with Mental Health Case Manager.
- Work collaboratively with the Mental Health Case Manager and other partners for coordinated client care.
- Participate in clinical consultations and case conferencing with staff.

Documentation and Compliance

- Document and maintain client files, ensuring confidentiality and adherence to policies and laws.
- Perform administrative documentation responsibilities, including chart reviews, progress notes, and goals plans.
- Comply with legal and ethical requirements set forth by the Board of Behavioral Science and relevant authorities.

Community Engagement and Professional Development

- Attend meetings and activities related to the Mental Health Services Act, Department of Public Health and other funder entities.
- Participate in community events to build relationships with providers and youth.
- Assist in maintaining compliance with funding source, state, and federal requirements.
- Participate in clinical trainings with staff, attend outside trainings, and engage in ongoing professional development.
- Attend weekly supervision meetings and other mandatory state compliance and training sessions.



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Minimum Qualifications:

Experience and Qualifications

- Minimum of 3 years of relevant experience in clinical assessment, individual, group and family therapy, crisis intervention, and wellness promotion for persons with behavioral health issues.
- Comprehensive knowledge of culturally responsive, trauma-informed frameworks, modalities, interventions, and treatment approaches.
- Experience working in a youth and family centered agency.
- Must be license eligible or CA licensed (registered with the Board of Behavioral Sciences in California or Board of Psychology).

Skills and Abilities

- Bilingual Spanish/English.
- Education and practice in various theoretical frameworks, including but not limited to: Family Systems, trauma-focused CBT, culturally adapted DBT, Psychodynamic Attachment-based Therapy, Narrative Therapy, Sensorimotor and body-focused treatment, Somatic therapy, Emotionally Mindfulness/Mentalization, etc.
- Sensitivity to issues of diversity in the Latino/Mayan/Indigenous communities.
- Ability to work well with people with diverse perspectives, educational levels, cultures, and priorities.
- Demonstrated ability to work both independently and as a member of a multidisciplinary treatment team.
- Strong communication (verbal and written) and organizational skills.
- Computer skills (e.g., Macintosh, Word, Excel).

Job Requirements

- Ability to provide verification of degree(s) and licenses before the start date.
- Must complete all requirements needed to maintain licensure/certification.
- Must be able to clear a Tuberculosis (TB) test before the first day of employment and annually.
- Policy requires all staff to be vaccinated for COVID-19 or have an approved reasonable accommodation.
- Complete annual recurrent required training.
- This position is under the SEIU 1021 collective bargaining agreement and is subject to enrollment.



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- If in recovery, must be clean and sober for a minimum of 2 years.

Compensation and Benefits:

- Full-time, permanent position after successful completion of a 6-month probation period.
- Eligible for benefits (medical, dental, vision plan, accidental life and AD&D insurance) on the 1st of the month following 1 full month of continuous employment.
- Other benefits include paid vacation, sick leave, generous holidays, and professional development opportunities.
- Position offered as either a Mental Health Specialist I or II based on licensure and/or experience.
- Hourly wages range from \$39.00 to \$41.50, depending on qualifications and experience.

Updated:

July 16, 2024

Application Deadline:

Open Until Filled.

Application Process:

Submit a cover letter and resume by email at officeadmin@horizons-sf.org or mail to 440 Potrero Avenue, San Francisco, CA 94110.

COVID-19 advisory: Horizons operates as an essential service organization and has implemented a COVID-19 Recovery Plan that documents operations, safety protocols, and guidance for the safety of staff and provision of services in accordance with local, state and other Health Orders and guidelines. At the time of this posting, services will primarily be offered in-person, onsite or in local high schools. This is subject to change and Horizons reserves the right to make changes to its Recovery Plan, processes, policies and practices at its discretion.

Horizons Unlimited of San Francisco, Inc. is an equal opportunity employer, and does not discriminate on the basis of race, culture, age, disability, gender, or sexual orientation.

Women and BIPOC Are Encouraged To Apply.

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.