St.Nicks Alliance
Where Opportunity Grows

Assistant Director of Clinical Services

Who we are:

St. Nicks Alliance, a North Brooklyn based community organization, seeks to transform lives of low- and moderate-income people through employment, education, housing, elder care and social services. We do this by delivering impactful services with measurable outcomes to children, adults, and the elderly. As a civic anchor, we carry out this mission within the context of building a sustainable community for all people through the arts, environmental advocacy, and urban planning.

We are currently seeking a **full-time Assistant Director of Clinical Services** for our NY 15/15 Supportive Housing program at our 89 Maspeth Avenue site in Williamsburg, Brooklyn.

What you'll do:

The Assistant Director of Clinical Services, under the direct supervision of the Assistant Director of Congregate Supportive Housing (Program Director), will guide and ensure quality clinical care for the individuals and families living in supportive housing. They will ensure the delivery of high-quality, integrated services that promote housing stability, wellness, recovery, and self-determination. The position provides direct supervision to case managers and other clinical staff, develops staff capacity, supports complex cases and clinical crises, and promotes consistent implementation of trauma-informed, strength-based, person-centered, recovery-oriented, culturally responsive, and harm-reduction practices.

Responsibilities:

Clinical Supervision and Staff Development

- Provide clinical supervision and leadership to Case Managers and other clinical staff, supporting effective case management, service planning, documentation, engagement, and clinical practice
- Review and provide guidance on comprehensive case management plans, assessments, risk factors, service needs, and interventions for individuals and families with complex needs
- Provide ongoing training, coaching, and professional development to staff in trauma-informed care, motivational interviewing, harm reduction, recovery-oriented practice, crisis response, safety planning suicide prevention and effective engagement
- Support the development of a learning-oriented team culture that encourages reflective practice, collaboration, accountability, and continuous improvement

Trauma-Informed and Recovery-Oriented Practice

- Ensure that services are individualized, culturally responsive, and grounded in trauma-informed, strength-based, person-centered, recovery-oriented, and harm reduction approaches
- Support staff in engaging tenants who may be difficult to reach or reluctant to participate in services through assertive, respectful, and non-coercive engagement strategies
- Provide clinical consultation to staff working with individuals and families experiencing mental health challenges, substance use, trauma, family-related concerns, and other complex needs

Clinical Services and Complex Case Consultation

- Provide clinical consultation and guidance regarding complex tenant needs, behavioral health concerns, family dynamics, risk factors, and barriers to housing stability
- Provide or oversee clinical interventions, including counseling, crisis intervention, risk assessment, safety planning, and psychoeducation
- Lead and facilitate regular team case conferences, using a collaborative clinical framework to identify barriers, strengthen interventions, manage risk, and coordinate services

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- Support staff in developing collaborative individualized service plans that promote wellness, recovery, housing stability, and tenant self-determination

Crisis Intervention and Behavioral Health Coordination

- Provide clinical support and consultation during emergencies and participate in the program's clinical on-call system
- Coordinate and provide clinical oversight of referrals and engagement with Mobile Crisis, ACT teams, Adult Protective Services, inpatient behavioral health services, and other community-based providers
- Promote timely coordination of services and continuity of care for tenants with acute or ongoing behavioral health needs

Interdisciplinary Collaboration and Program Leadership

- Promote effective collaboration among case management, clinical, property management, and other supportive housing staff to address tenant needs and promote housing stability
- Work collaboratively with community-based behavioral health, social service, and healthcare providers to coordinate services and strengthen outcomes for tenants
- Provide clinical leadership and consultation to the broader supportive housing team on behavioral health, engagement, risk management, and service planning

Quality Assurance, Documentation, and Compliance

- Monitor service quality and ensure that clinical and case management practices are consistent with funder standards, evidence-informed practices, and organizational expectations
- Review documentation and provide feedback to ensure that assessments, service plans, progress notes, and other records support quality care, continuity of services, and program requirements
- Maintain appropriate clinical documentation and ensure staff documentation meets organizational, regulatory, and funder requirements
- Perform other duties as assigned by the Assistant Director of Congregate Supportive Housing and senior leadership

Physical Requirements

- Ability to sit, stand, and walk for varying periods throughout the workday
- Ability to occasionally lift, carry, or move materials weighing up to 20 pounds
- Ability to climb stairs, bend, reach, and navigate residential and office environments
- Ability to travel between program sites and community locations as needed
- Ability to assist with emergency procedures as needed
- Ability to operate computers and standard office equipment

What we are looking for:

- Master's degree in Social Work (MSW)-related field required; New York State LMSW / LCSW or LMHC strongly preferred
- Minimum of five years of experience in behavioral health, supportive housing, social services, or a related setting
- Experience providing clinical supervision to social service staff and/or MSW students
- Experience working with formerly homeless individuals and families and people with complex behavioral health, substance use, or other social service needs
- Demonstrated expertise in trauma-informed, strengths-based, person-centered, recovery-oriented, harm reduction, motivational interviewing, and solution-focused practices
- Strong clinical judgment, crisis management, communication, organizational, and problem-solving skills
- Strong interpersonal, communication, and analytical skills
- Ability to provide effective supervision, coaching, consultation, and leadership in a multidisciplinary supportive housing environment
- Experience working with individuals and families from diverse cultural, racial, ethnic, and socioeconomic backgrounds
- Bilingual (English/Spanish) preferred

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What's in it for you:

- compensation range: $85,000-120,000 per year per year *(The actual compensation will depend on a variety of job-related factors which may include geographic location, work experience, education, and skill level.)*
- competitive benefits package (medical, dental, vision, 401K)
- 12 company paid holidays; paid vacation, sick, and personal time off
- learning & development opportunities and access to wellness programs

How to apply:

Applicants should send a cover letter addressing what qualities you have that fit this role, a current resume and a cover letter to **csh@stnicksalliance.org**

St. Nicks Alliance is an Equal Opportunity Employer. We consider applicants for all positions without regard to race, color, national origin, religion, sex, gender identity, age, disability, alienage or citizenship status, ancestry, marital status, sexual orientation, veteran status, or any other status or characteristic protected by applicable federal, state or local laws.

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