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## Clinical Director

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### Our Mission

The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships.

### Our Values

*Patience* – We give space for youth to make decisions on their own timeline in their own way.

*Love and Caring* – We believe in acceptance, empathy, and non-judgement.

*Communication* – We engage in intentional dialogue to understand each other's truths.

*Integrity* – We actively learn, grow, and change to align our actions in equity and justice.

*Co-Creation* – We seek connection to amplify the voice of youth and each other.

*Community* – We stand together for youth and for each other.

### Our Commitment to Racial Justice & Equity

### Position Information

<b>Position:</b> Clinical Director	<b>Job Type:</b> Full-Time
<b>Classification:</b> Exempt	<b>Reports to:</b> Vice President of Programs
<b>Posting Date:</b> 5/13/25	<b>Closing Date:</b> Open Until Filled
<b>Compensation:</b> \$80,000 – \$100,000 annually <i>The Bridge for Youth utilizes an equitable &amp; competitive compensation program and salary structure that includes regular Cost of Living Adjustments and raises. For this position, the salary range is \$80,000 - \$100,000 annually, depending on experience. This salary is non-negotiable beyond this range to counter pay inequality and uphold internal parity for salaries.</i>	
<b>Location:</b> 100% on-site at BFY location in Minneapolis	
<b>Working Hours:</b> Mostly daytime hours with some evening and weekend hours to prioritize the needs of a 24/7/365 program	

### Position Overview

For over 50 years, BFY has been at the forefront of addressing youth homelessness in Minnesota, positively impacting the lives of the most vulnerable youth in our community, through youth-centered and culturally-responsive programs that offer a pathway out of homelessness, including the most marginalized – minors, BIPOC, LGBTQ+, young families, and SEY.

The Clinical Director is directly responsible for assessment, intervention, on-going evaluation and therapeutic supports to youth and families served through BFY programs, particularly those who identify as BIPOC, LGBTQ+, have experienced sexual exploitation, as well as those who are pregnant/parenting youth. The Clinical Director is directly responsible for the clinical supervision of The Bridge for Youth's (BFY) interns as well as administration, coordination, and development of the BFY internship program.

### Benefits Information

- Competitive health, dental, vision, and ancillary benefits.
- Company-paid life insurance and long-term disability.
- 403b (immediate contribution & vesting) with up to 4% match after one year of employment.
- Up to 4 weeks of PTO first year of employment, in addition to 15 paid holidays.
- Pet friendly.

### We ask all staff to:

- Lead within a framework of agency values, philosophies, and goals, including team commitment and cooperation across BFY services and programs.
- Emulate and enthusiastically promote the organizational culture as defined by the identified values statements and racial justice and equity opportunities of BFY.
- Lead in building upon and strengthening a culture of establishing and nurturing relationships.
- BFY believes in team, collaboration, and constantly developing a supportive and caring environment for each other. Sometimes we are asked to lean in above and beyond our position description and we enthusiastically do so.

### Key Responsibilities

#### Programmatic

- Initiate, develop and maintain positive relationships with youth throughout their stay
- Administer appropriate screening tools and assessments for youth; Assess for specialized concerns (self-harm, SEY, behavioral concerns) develop appropriate interventions to address concerns with youth and staff
- Provide consultation, referrals, and training to BFY programs as it relates to youth
- Professionally interact and collaborate with outside agencies and service providers to refer and to ensure a continuum of care for the youth and their families is provided
- Create, develop and carry out specific strategies and activities that coincide with providing a sense of safety, security and stability for the youth and their families being served by BFY program.
- Plan, track, and evaluate program results
- Partner with program and outreach teams to establish ongoing relationships with area schools, counties, and other organizations to enhance youth referrals and resources

#### Direct Services

- Provide direct services including involvement and contribution to the therapeutic milieu, individual meetings with youth, and family meetings to determine case plan
- Initiate, develop, and maintain positive direct relationships with all youth from initial contact through their entire stay and including ongoing or follow-up contact with BFY services
- Provide counseling, support groups, aftercare, and ongoing services as needed for youth and, where appropriate, families
- Develop specialized and customized program case plans for youth with unique concerns in coordination with BFY staff

- Conduct diagnostic assessments and establish treatment plans
- Collaborate to identify resources and coordinate youth mental health supports
- Provide screenings for services, administer assessments and intake services, document, and report abuse (when necessary)
- Develop on-going safety plans with youth when necessary
- Ensure that case files are current, information is accurately charted, case management plan is being followed, and that critical information is passed on to colleagues
- Adhere to agency standards and procedures for scheduling, file work, and record-keeping

#### Administrative Duties

- Participate in necessary meetings and team meetings as scheduled (team meetings, case consultation, etc.)
- Provide case consultation to BFY staff as needed
- Maintain client files and ensure HIPPA compliance of therapeutic records; Comply with agency privacy standards/best practices
- Assist and participate in the development of BFY program evaluations and the collection of data for grants, reports, or other agency needs
- Attend and participate in community and agency events as appropriate and requested

#### Supervisory Responsibilities

- Oversee all facets of BFY's mental health programs including insurance requirements, licensing, and record keeping
- Provide supervision and guidance for BFY therapists
- Provide leadership, direction, evaluation and on-going supervision to all interns and direct reports
- Supervise, support, and manage the performance of all interns with formal evaluation as required
- Train interns on programs and agency policies, procedures, and practices; provide training relating to triage and screening for services

#### Qualifications/ Required Skills

##### Required

- MA or MS in Counseling, Marriage & Family Therapy, Social Work, Psychology, or a related behavioral health field and hold a licensure in the state of Minnesota (LMFT, LPCC, LICSW)
- Minimum of 4 years of experience working with youth experiencing homelessness, sexual exploitation with priority groups being youth who are BIPOC, LGBTQ+, pregnant/parenting
- Experience working with family conflict resolution and reunification whenever safe and possible
- Demonstrated ability for commitment to diversity
- Demonstrated ability to work individually and with a team
- Demonstrates good communication skills orally and in writing
- Experience and ability to work with Microsoft Office applications (Word, Excel, Access, PowerPoint & Outlook) as well as Client Record Management (CRM)
- Hands-on knowledge of record keeping in a digitized environment, expertise in text

messaging and other digital communication methods

- Must clear a background check
- Must have a valid driver's license, satisfactory driving record and insurance limits of \$100,000 per person/\$300,000 per accident

Preferred

- Lived experience similar to the youth served by BFY
- Bi-lingual (English-Spanish) with high proficiency of verbal and written skills

**To Apply**

Submit cover letter, references, and resume to **[resume@bridgeforyouth.org](mailto:resume@bridgeforyouth.org)**

*The Bridge for Youth is an Equal Opportunity Employer committed to embracing diversity and individuality, and opposed to practices which discriminate on basis of race, gender, sexual orientation, religion, handicap, disability, age, or nationality. We apply this policy of unbiased consideration not only to our hiring process, but also to recruitment, promotion, transfer, compensation, layoff, and termination. We are further committed to taking affirmative action to ensure our employment opportunities are accessible to individuals who meet the qualifications conducive to available positions, and we encourage all interested jobseekers to apply. EEO/AA.*