

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job Title</b>        | Residential Program Director                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Employer/ Agency</b> | Santa Maria Hostel                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Job Description</b>  | <p><b>Position Summary:</b> The Residential Program Director will be responsible for the clinical management of the Women with Children and Adult Women's residential program. The Program Director will be responsible for ensuring team management and development, program delivery, quality control and adherence to licensure and contract standards. The Program Director is responsible for ensuring that services to participants and their children are provided in a trauma-informed, culturally competent and person-centered manner, that participants are treated with dignity and respect, and that participants are empowered to actively participate in their recovery. No smoking workplace.</p> <p><b>Essential Duties and Responsibilities</b> include the following. Other duties may be assigned.</p> <ul style="list-style-type: none"><li>• Cultivate relationships with existing referral sources and increase potential referral sources.</li><li>• Develop and implement strategies to ensure a healthy, working clinical team.</li><li>• Ensure communication in all programs to ensure quality, individualized treatment for each participant (and their children).</li><li>• Ensure attendance at all contract meetings and report findings to the Senior Director of Programs.</li><li>• Implement tools to evaluate the skill, experience, and professional development needs of all staff, to meet standards of HHSC, Harris County, Child Protective Services, and other contract requirements.</li><li>• Responsible for quality control management which includes auditing the team's work to ensure compliance with contract and regulatory documentation requirements.</li><li>• Work with the team to meet/exceed performance measures to ensure consistent/high-quality outcomes.</li><li>• Collaborate with other leaders and departments to ensure continuity of care, access to services, and enhance client care.</li><li>• Recruit, hire and oversee orientation of team members.</li><li>• Adhere to evidence-based curriculum and Santa Maria Hostel's policies and procedures.</li><li>• Document all aspects of clinical services accurately and timely.</li><li>• Foster a positive work culture and promote teamwork and morale among staff.</li><li>• Ensure that clinical staff deliver high-quality care and adhere to treatment protocols.</li></ul> |
| <b>Qualifications</b>   | Bachelor's or master's degree in social work, counseling, addiction counseling, or related field from four-year college or university; Two years' experience in SUD and/or behavioral health treatment in a leadership or supervisory role. Experience and knowledge of co-occurring psychiatric and substance use disorders. Proven                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

|                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                           | <p>ability to manage a diverse staff of human service professionals. Experience and understanding of DSHS regulations and ensuring compliance with licensure standards. Experience implementing/practicing Evidence Based Practices such as Seeking Safety, Trauma Informed Care, Motivational Interviewing and the ability/experience to effectively teach these to others. Experience in developing and analyzing program outcomes/indicators and quality improvement plans.</p> <p><b>Certificates and Licenses:</b></p> <p>Must have current license from Texas Department of State and Health Services (LCDC, LCSW, LPC) plus five years' experience working in behavioral health. Supervisor license status preferred (LPC-S or LCSW-S). If driving on SMH business, must have a valid Texas Driver's License and provide proof of current insurance.</p> <p>Santa Maria Hostel provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.</p> |
| <b>Salary/Hours</b>       | \$75,000-\$80,000/Mon-Fri                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Address</b>            | 2605 Parker Rd                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>City, State, Zip</b>   | Houston, TX, 77093                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Contact Person</b>     | Donna White                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Email Address</b>      | dwhite@santamariahostel.org                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Application Method</b> | <a href="https://careers.hireology.com/santamariahostel/2482097/description">https://careers.hireology.com/santamariahostel/2482097/description</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Opening Date</b>       | Immediately                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

To post a job opportunity or if your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at [mswjobs@central.uh.edu](mailto:mswjobs@central.uh.edu) with the hiring details of your new job opportunity. Thank you.