



**Position Title:** Project Director

**Reports To:** Executive Director

**Collaborates With:** Leadership Team, Management Team, Research Workgroup

**FTE/Classification:** 1.0 FTE, Exempt

**Location:** This is a work from home position. California-based candidates are encouraged to apply due to service location.

The Center for Applied Research Solutions (CARS) is a California 501(c)(3) nonprofit dedicated to health equity in behavioral health, public health, and education. In all our work, our mission is to foster safe, healthy, and engaged people and communities.

We provide training and technical assistance for workforce development to major initiatives in mental health, substance abuse, and reducing behavioral health disparities. We develop organizational leadership and workforce capacity to effectively adopt, implement, and sustain changes in policy and practice towards systemic and structural improvements. Our team is committed to improving individual and community health and wellness through evidence-based and culturally responsive practices that address complex social problems. We promote authentic community engagement, elevation of cultural expertise, and community-defined effective practices. Clients include federal and state agencies, local and community-based organizations, educational agencies, and more. Our projects are fast-paced and team-run. Our organization is relationship-based and competency-driven with team members striving to produce timely, relevant, and high-quality learning experiences and services.

**General Description:** The Project Director position will oversee the California Mental Health Equity Project (CMHEP) TA Center. The goal of the CMHEP TA Center is to reduce health disparities and expand Californians' access to culturally and linguistically responsive behavioral health services. The initiative focuses on developing policies, practices, and guidance to counties and communities in developing, implementing, and evaluating Cultural Competence Plans. More broadly the initiative provides training and technical assistance to county behavioral health departments to increase their expertise in cultural humility, health equity, stakeholder engagement, language access, and trauma-informed care and to assist them in the development of population-specific and community-driven approaches to reducing disparities. Priority activities include a community-driven process to identify recommended revisions to county cultural competence plan guidelines in alignment with national CLAS standards and the development and roll-out of a corresponding performance evaluation framework. This position will direct research and policy activities, as well as provide consultation and trainings support to county and community-based organizations. This individual will serve as direct point of contact with the funder and work in collaboration with an internal staffing team, research partners, stakeholders, and the field

#### **ESSENTIAL FUNCTIONS**

- Provide guidance and direction to project priorities, including emergent needs
- Ensure contract deliverables and scope of work are achieved within schedule and resources
- Serve as point of contact with the California Department of Health Care Services (DHCS)
- Provide leadership and supervision to internal team members and partner agencies
- Present and represent project in various meetings
- Recruit and engage a variety of subject matter experts to inform and conduct project activities
- Establish and maintain trusting and responsive relationships with DHCS California Department of

Public Health–Office of Health Equity, County Behavioral Health Department Ethnic Services Managers, community-based organizations, and CMHEP Steering Committee Members.

- Lead development and roll-out of statewide Cultural Competence Plan Guidance and corresponding Performance Evaluation Framework.
- Lead development of an array of technical assistance and training services to support Ethnic Services Managers, county behavioral health providers, and community-based organizations in developing, implementing, and evaluating their CCP efforts and more broadly build capacity related to behavioral health disparities and health equity work.

### **REQUIRED COMPETENCIES (Knowledge, Skills, Abilities)**

- Deep knowledge of California behavioral health landscape
- Knowledge of County Cultural Competence Plans and roles and responsibilities of County Behavioral Health Department Ethnic Services Managers.
- Subject Matter Expertise with National CLAS Standards as well as key concepts of cultural humility, anti-racism, trauma-informed care, intersectionality, health equity
- Familiarity with state contracting process and procedure, including oversight of deliverable submission and monitoring progress toward completion of contract tasks and activities
- Experience with behavioral health policy development and performance measurement
- Experience designing, facilitating, and evaluating training and consultation services
- Working with and leading diverse teams of behavioral health providers, researchers, and community members
- Familiarity with the California Reducing Disparities Project (CRDP), California Department of Health Care Services (DHCS), California Behavioral Health Directors Association (CBHDA), and the California Pan Ethnic Health Network (CPEHN).

### **MINIMUM QUALIFICATIONS**

- Relevant advanced degree or postgraduate training or equivalent experience required.
- Minimum 7 years' experience in the behavioral health field with a focus on culturally responsive, trauma-informed behavioral health services.
- Ability to conduct future travel to deliver TTA services as appropriate within pandemic context.

CARS offers a small business environment and an excellent benefit package. CARS provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual or gender identity, or genetics. We strongly encourage and seek applications from people of color, including bilingual and bi-cultural individuals, members of the lesbian, gay, bisexual, and transgender communities, and those with lived experience with mental health challenges.

**Salary Range:** \$135,000 – \$160,000 annually

**To Apply:** Submit a current resume and cover letter explaining your interest in the position. All materials should be sent electronically to [carshr@cars-rp.org](mailto:carshr@cars-rp.org). No phone calls please. This position will remain open until filled. Thank you in advance for your interest.