



## JOB DESCRIPTION

Job Title:	Integrative Health Team Supervisor
Program:	Shelter and Transitional Housing
Primary Location:	Minneapolis and Brooklyn Avenues
Reports To:	Director of Research, Evaluation and Education
Employment Status:	Part Time Hourly Non-Exempt
Core Schedule:	7- 10 hours per week

## POSITION SUMMARY

The Integrative Health Team Supervisor provides oversight to the Avenues for Youth Health and Wellness Team. This includes facilitating weekly or biweekly clinical consultations with program staff, developing our internship program for graduate students, and coordinate mental health intake and referrals. In addition, the Team Supervisor provides back-up mental health services including mental health support for staff as needed. This position will collaborate with staff, schools, and communities to strengthen and support the emotional development of youth and their families.

## ORGANIZATIONAL INFORMATION

At Avenues, we believe homelessness does not define a person. It is just one part of a journey that we are here to help young people navigate. All youth experiencing homelessness have or are experiencing trauma. Therefore, mental health is at the center of all our work. There is no one reason why youth experience homelessness – it’s intersectional. Systems of oppression, racism and poverty are some of the root causes of homelessness. Without addressing these systems, homelessness will persist. **Youth are resilient, inspiring, and the drivers of their own journey.** With stability, trust and youth-centered supports, their dreams can become reality.

Avenues empowers youth to find their path out of homelessness. We do that by providing a stable home, building trusting relationships, and navigating youth education, career, health and wellness and housing goals. Avenues’ work is guided by the [9 Evidence-based, Guiding Principles to Help Youth Overcome Homelessness](#) and our core values: equity, community, respect and dignity, trust, liberation, and anti-oppression.

## PROGRAM INFORMATION

Avenues’ original and oldest program is now known as Minneapolis Avenues. Located in North Minneapolis, this program provides emergency shelter, transitional housing and intensive supportive services for 21 youth at a time, ages 16 to 21. Annually, the program supports 170 to 190 young people.

In early 2015, we expanded into the northwest suburbs with the opening of Brooklyn Avenues, a 12-bed shelter and transitional housing program for homeless youth ages 16 to 21 from the northwest suburbs of Hennepin County. We anticipate this program will support 80 to 100 young people every year.

### **PRIMARY DUTIES AND RESPONSIBILITIES**

The following duties are normal for this position. These duties are not to be construed as exclusive or all-inclusive.

- Provide oversight and support to Health and Wellness team personnel
- Develop internship program and provide clinical supervision for graduate interns
- Facilitate weekly clinical consultations for Avenues Shelter and Transitional Housing Programs staff
- Facilitate bi-weekly clinical consultations for Avenues Young Families Program
- Coordinate mental health intake and referrals with Avenues staff
- Provide back-up mental health services to youth ages 16-21 and families as needed at Avenues' Shelter and Transitional Housing Programs in North Minneapolis and Brooklyn Park
- Collaborate with Avenues staff, schools, and community resources to strengthen and support the healthy emotional development of youth and their families
- Attend and participate in organizational meetings and staff training
- Provide mental health support and referrals for Avenues staff as needed
- Maintain clinical files and data according to organizational policy

### **KEY COMPETENCIES:**

- Crisis intervention/mediation
- Interpersonal communication
- Assessment and treatment planning
- Evidence-based modalities
- Culturally specific interventions
- Restorative justice practices

### **EXPERIENCE DESIRED:**

- Experience and interest in providing collaborative leadership to professional, interdisciplinary team
- Experience and interest in providing mental health services to youth and families
- Experience working with diverse communities
- Experience incorporating trauma-informed care, a strengths-based and harm reduction approach when working with youth and staff

### **MINIMUM QUALIFICATIONS:**

- Master's or doctoral degree in Social Work, Counseling Psychology, Marriage and Family Therapy or equivalent human services field
- Current state licensure is required (LP, LPCC, LMFT, LICSW)
- At least five years' supervisory experience within candidate's licensure

## **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. While performing the duties of this job, the employee is regularly required to sit, stand, bend, twist, kneel, and communicate. The employee must regularly lift and/or move up to 40 pounds.

## **WORK ENVIRONMENT: KEEPING US SAFE**

In response to the COVID-19 pandemic, Avenues for Youth has worked diligently to establish strong health and safety protocols for our community. This position is typically a face-to-face, in-person role. Currently many job duties can be fulfilled by phone or video-assisted technology, but some situations will require in-person meetings. Any interactions that require in-person contact will involve the use of social distancing and personal protective equipment.

## **OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION (DEI)**

Avenues for Youth is an Equal Opportunity/Affirmative Action employer. We embrace diversity, foster inclusion, and do our work through an equitable lens. Persons of color, women, members of the LGBTQ community, veterans, and other minorities and individuals with disabilities are strongly encouraged to apply.

In compliance with the Americans with Disabilities Act, the organization will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

## **COMPENSATION**

\$26.92 to \$31.14 per hour. Not eligible for benefits, except 403(b) contribution by Avenues.

## **HOW TO APPLY**

Send resume and cover letter to [HR@avenuesforyouth.org](mailto:HR@avenuesforyouth.org). Indicate "Integrative Health Team Supervisor" in subject line. Or mail the address listed below, Attn: JJ Fournelle. No phone calls please.