



Position Title: SUD Prevention Team Manager/Supervisor
Supervisory Responsibilities: YES
Budget Responsibilities: YES
Reports To: Program Director
FLSA Classification: Exempt
Date: February 24, 2025
Closing: Until filled

POSITION SUMMARY:

Identity is seeking a full-time, Substance Use Disorder (SUD) Prevention/Intervention Program Team Manager/Supervisor (SUD Manager) to lead a dynamic team of hard working, highly skilled, and successful team in providing SUD prevention information, harm reduction strategies, and linking youth up to age 21 with services and treatment options throughout Montgomery County, MD.

PRIMARY RESPONSIBILITIES:

1. Provides day-to-day, administrative and fiscal oversight over the SUD Prevention/Intervention Program.
2. Trains, mentors, and coaches staff on Stages of Change, Motivational Interviewing, SBRIT Screening, and Positive Youth Development to enhance relationships with youth experiencing SUD and their families.
3. Establishes strong relationships with social service providers, nonprofits, treatment centers, and DHS staff to update team on latest County programs and services to increase client referrals.
4. Reviews and establishes protocols to increase program efficiency, decrease wait-time between referrals and intakes, meets program outcomes, and provides high-quality, client-centered services.
5. Monitors online and Google number referrals daily and assigns clients to case managers within 48 business hours.
6. Evaluates client's care coordination plans monthly to determine level of care and readiness for discharge from program.
7. Supervises the Senior Community Outreach Specialist and works with them to set an outreach calendar for street, community, and school outreach, and ensures proper collection of outreach data.
8. Accompanies the Program Director to key meetings with the County's assigned Prevention & Harm Reduction Services staff, DHS, LBHA, CABH, MCPS, Overdose Prevention Team, first responders, SUD/ODU treatment providers, and other community-based organizations to strengthen relationships and facilitate referrals for services and programs.

9. Ensures accurate collection and input of data into Identity's Efforts-to-Outcomes and County's Databases and works closely with Program Director and Director of Evaluation & Quality Assurance to review data and create monthly, quarterly, and annual reports.
10. Develops and delivers presentations and psycho-educational workshops to youth, families, and community members on prevention, harm reduction, and recovery pathways.

EDUCATION AND EXPERIENCE:

- Must possess or have proof of working toward being a certified prevention specialist; or meets Maryland Association of Prevention Professionals and Advocates certification training requirements for a Certified Prevention Professional.
- Must have a master's in behavioral health, public health, education, or similar field.
- Must have a minimum of three years experience in behavioral health working as a supervisor.
- Must have a minimum of three years experience of working with individuals with mental health, substance use disorders, and/or co-occurring disorders.
- Has a deep understanding of the Stage of Change, Motivational Interviewing, Substance Use Disorder and Opioid Use Disorder, harm reduction strategies, trained in using the SBRIT tool, knows about treatment options available in Maryland, and experience in engaging clients for long-term recovery.
- Has demonstrated experience managing staff, budgets, and reporting to funders.

SKILLS AND ABILITIES:

- Fluency in oral, written, and presentation skills in English and Spanish is preferred; excellent presentation, oral, and written skills in English is required.
- Must be able to pass a federal fingerprinting and background check.
- Position requires travel between sites and access to a car, valid driver's license and a clean driving record.
- Must complete the following training upon hire: Advancing Youth Development, Child Protective Services, HIPAA, CPR/First Aid, etc.
- Must be proficient in MS Office, Adobe, Canva, and Zoom.
- Thrives in a fast-paced environment and knows how to prioritize multiple projects to meet deadlines with effective and efficient use of resources.
- Demonstrates ability to be a positive, open-minded, and collaborative team member who enjoys working towards one goal and enjoys learning from others.
- Demonstrates sound judgment and decision making when working with colleagues, youth, families, and partners. Shows flexibility, initiative, and resourcefulness in all actions and conversations.
- Possesses the technical knowledge and abilities to perform job responsibilities while demonstrating a high skill level as well as reliability.

WORK ENVIRONMENT:

- Schedule is a flexible 40 hour a work week, with occasional evening and weekend events, as needed.
- This is a hybrid position (60% remote, 40% in office/on-site), requiring consistent, full-time access to Wi-Fi/Internet and a quiet working environment while working remotely. Must be available to answer emails, phone calls, and Teams chats during scheduled working hours.
- Must be flexible during the work day to move from remote location to on-site/schools/office as needed to serve the needs of staff and clients.
- The ability to lift and move up to 10 lbs.

Please send cover letter stating the reasons for your interest in the position and resume to Nora Morales, Program Director, at nmorales@identity-youth.org.