



RESOURCE DEVELOPMENT ASSOCIATES  
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[www.resourcedevelopment.net](http://www.resourcedevelopment.net)

**POSITION TITLE:** Senior Program Associate-Behavioral Health  
**HOURS:** Full Time  
**LOCATION:** Oakland, CA  
**SUPERVISOR:** Behavioral Health Practice Director  
**SALARY:** Commensurate With Experience

### **The Opportunity**

This is a pivotal time for behavioral health here in California. Over the past decade, the Mental Health Services Act (MHSA) has dramatically altered the state's approach to behavioral health service delivery. The MHSA has emphasized consumer-driven services based on evidence-based practices that take into account the unique cultural needs of the state's diverse population. We work with our clients to promote access to the full range of mental health services and promote culturally responsive and recovery-oriented systems of care. We also understand how behavioral health plays a key role across multiple systems, including justice systems, education, health care, and child welfare. We are looking for a behavioral health professional with a passion for using culturally competent research to guide systems-level change.

### **About RDA**

Resource Development Associates (RDA) is a mission-driven consulting firm founded in 1984 on the belief that public and nonprofit health and human service systems have the potential to improve conditions in our communities. To this end, we support community-based nonprofits and local, state, and federal agencies with consulting services based on an integrated approach to planning, grant-writing, organizational development, and evaluation. Learn more about our mission, services, and strengths-based approach to our work at [www.resourcedevelopment.net](http://www.resourcedevelopment.net).

### **Position Summary**

The Senior Program Associate will have the opportunity to lead some of our most impactful projects in behavioral health. We are looking for a seasoned and highly-motivated individual with strong people and project management skills who takes a systems-level approach to strengthening the public mental health system's ability to serve people in need. We value experience with and understanding of a variety of government and non-profit domains, particularly public mental/behavioral health systems. We are also looking for demonstrated success in public sector planning, grant writing, and/or evaluation efforts in government and/or non-profit consulting.

### **Responsibilities**

- Manage multiple complex projects simultaneously including the delivery of scope of services, client relations and community relations.
- Build relationships internally, within the public mental health system, and with the communities that it serves.
- Engage in qualitative and quantitative data collection, analysis and interpretation to support organizations and their programs to best serve children and adults with mental health problems.
- Motivate, mentor, train and lead junior staff.
- Lead grant writing and planning projects to develop and fund innovative mental health programs.
- Create and manage project work plans within budget, using available resources.
- Generate new business for RDA by responding to RFPs and contributing to marketing efforts.
- Draft scopes of work as part of contract negotiations and manage contracts.
- Ensure Quality Control on project deliverables through copyediting and proofreading.



**Minimum Qualifications**

- Master's degree or Ph.D. preferred in psychology, social work, or related field
- A minimum of 4 years' work experience in governmental or non-profit organizations, preferably in a management position. Commensurate experience can be considered substitution.
- Experience leading and participating in teams.
- Strong technical writing and verbal communication skills.
- Effective time management skills.
- A deep understanding of the public mental health system and the people it serves, including the continuum of programs that serve adults with serious mental illness, children with severe emotional disturbance, and/or people with alcohol and other drug problems.
- Quantitative and/or qualitative research skills.
- Ability to work independently, as well as a member or leader of a team.
- Driver's license for use in carrying out job related duties.

**Employee Benefits**

- Generous vacation and sick leave
- 100% RDA sponsored health / dental / vision insurance
- RDA sponsored long & short-term disability Insurance
- Pre-tax flexible spending accounts for medical, dependent care, and transit and parking expenses
- RDA sponsored life and AD&D insurance
- 401k, with RDA discretionary match after 2 years

**To Apply**

Please send cover letter, resume, three references, writing sample and salary history to [admin@resourcedevelopment.net](mailto:admin@resourcedevelopment.net) with the subject line of "SPA-Behavioral Health". This job will remain open until filled. No phone calls please. We appreciate each application we receive, but due the volume of responses, we will only contact candidates who best fit the needs of the organization.

As an equal opportunity employer, RDA is committed to equity and inclusion. Candidates from all backgrounds and experiences are encouraged to apply.