



www.resourcedevelopment.net

RDA is a woman-owned, mission-driven consulting firm with a 35 year history. We partner with public agencies and nonprofit organizations to promote social and economic justice. Please visit our website to learn more about the work we do and the core values that guide us.

Behavioral Health Practice Director

Location: Oakland, CA

The Opportunity

Resource Development Associates (RDA) is looking for a leader with strong people and project management skills and a demonstrated commitment, energy, and passion to improving and transforming behavioral health systems and services that serve vulnerable populations. We value experience with non-profit and public sector organizations, particularly local health and human service organizations. The Practice Director is a member of the Leadership Team, providing strategic vision and oversight to partnerships and engagements in the behavioral health field.

What You Will Achieve as a Behavioral Health Practice Director

Leadership

- Carry a vision for system improvement and transformation in the behavioral health arena
- Serve as a member of the Leadership Team and provide input regarding strategic and mission critical issues.
- Participate and contribute to internal strategic planning processes in collaboration with other members of the Leadership Team;
- Partner with other directors to ensure consistency, collaboration, and organizational health;
- Contribute to organizational development and promote compliance with internal policies and procedures.

Practice Management & Delivery

- Develop and implement a plan for practice health, and direct business operations and resources within the practice;
- Ensure the overall success of all engagements within the practice – revenue, margin, resources and utilization, in addition to developing and scoping new engagements;
- Grow, manage, and engage a practice team focused on RDA's mission – mentor and supervise staff, develop individual growth plans, and prepare performance reviews;
- Provide project sponsorship to ensure high quality, on budget and on time project delivery;
- Maintain client relations and conduct periodic client health-checks and project reviews;
- Maintain understanding of related local, State, and Federal policy changes and the political landscape;
- Promote implementation best practices and methodologies to enable and continually enhance client success;
- Be able and willing to undertake all aspects of project work.

Business Development

- Generate business for RDA by successfully engaging new and existing clients and activating opportunities
- Lead decision-making around competitive procurements, contribute to and edit proposals and budgets;
- Work closely with the Business Development team to design strategic marketing efforts, including dissemination of RDA work products;
- Present and attend conferences and professional network events;
- Develop client and community relationships and partnerships with other firms and individual consultants.



Behavioral Health Practice Director

About You

- Master's degree or Ph.D. related to behavioral health systems with 10-20 years of experience in public safety net systems, clinical experience a plus, including 5+ years management experience.
- Subject matter expertise in relevant fields.
- Experience managing a portfolio of concurrent engagements on budget, including evaluation and research design and implementation; capacity-building and technical assistance; strategic, system and program planning; and fund development.
- Experience facilitating a range of meetings including collaborative planning and community engagement for highly visible services and initiatives.
- Experience working with culturally and ethnically diverse communities.
- Ability to understand quantitative and/or qualitative data
- Strong technical writing and verbal communication skills

Benefits of Working at RDA

- Dynamic and collaborative workplace
- Family-friendly environment with flexible schedules
- Paid vacation and sick leave
- 100% RDA sponsored insurance
- 401k, with RDA discretionary match after 2 years
- Pre-tax flexible spending accounts for medical, dependent care, and transit and parking expenses

To Apply

Please send a cover letter, resume, and writing sample to careers@resourcedevelopment.net with the subject line "Practice Director". This job will remain open until filled. No phone calls please. RDA appreciates each application it receives, but due the volume of responses for positions at RDA, only candidates who best fit the needs of the organization will be contacted.

Celebrating Diversity and Inclusion

RDA is an equal opportunity employer and is committed to equitable and inclusionary hiring practices. We strongly encourage applicants from all cultural backgrounds, religions, sexual orientations, genders, and ages to apply.