



## JOB POSTING

**Position Title:** Sr. Director of Men's Programs  
**Position Type:** Full-time salaried, exempt position with benefits  
**Reports to:** Chief Operating Officer  
**Start Date:** Fall 2021 to early 2022

### THE NEED

According to Behavioral Health System Baltimore, 1 in 9 people are battling addiction in greater Baltimore. The consequences extend far beyond chronic homelessness and COVID-19 has only exacerbated the epidemic of addiction overdose and death. Alcohol and substance use disorders not only destroy families, but also devastate entire communities. And the problem is not confined to low-income or minority neighborhoods, as many people wrongly assume. In truth, addiction does not know or care about a person's race, culture, faith, neighborhood, education, vocation, financial status – none of those protect against addiction. Addiction recovery in a safe, secure residential environment is desperately needed.

### HISTORY & PROGRAMS

Helping Up Mission, Inc. (HUM) is a faith-based, non-denominational, Christian organization building a community of hope by offering permanent solutions to those experiencing homelessness, poverty and addiction. HUM provides hope to the poor and homeless through programs designed to meet their individual physical, psychological, social and spiritual needs. Compassionate and substantial residential care is given to almost 550 men and women in need, without consideration of race, economic or religious status at its campus in East Baltimore.

HUM operates a 500-bed facility for men built around a 12-month Spiritual Recovery Program, in addition to other support programs offered through community partnerships. HUM believes God's love can set people free — from drugs and alcohol, from poverty and homelessness, and from any other self-destructive behavior. However, it's not enough to tell a person who has struggled with addiction for years that "Jesus loves you" and expect a miraculous recovery. Contrary to common thinking, addiction is not simply the result of poor personal choices, immorality, or weakness. It's much more complex.

Consequently, Helping Up's approach to treatment is holistic in nature. Our programs integrate the practical needs of clients — food, clothing, shelter — with their clinical, mental health, medical, educational, and vocational needs. All of that is built upon a Gospel foundation. And by God's grace, it can lead to lasting change.

### POSITION SUMMARY

The HUM Senior Director of Men's Programs will be responsible for the overall leadership and spiritual direction of the 250-bed flagship Spiritual Recovery Program (SRP) at the mission. The SRP integrates the latest scientific understanding of addiction treatment with intense spiritual development. For one

full year, participants live here at the Mission in a 12-Step therapeutic community and are immersed in a culture of healing and wellness that meets their physical, psychological, social and spiritual needs through four timed phases:

- SEEDS OF HOPE (Days 1-45): Counseling, Support Groups, Spiritual Training, and Work Therapy
- ALPHA PHASE (Days 46-105) Personal & Spiritual Growth, Outside Meetings, Healthy Living, and Program Individualization
- OMEGA PHASE (Days 106-195) Personal Growth, Education, Career, Fellowship, and Relapse Prevention
- LIFE PREP (Days 196-365) Education, Employment, Accountability, Health, and Spiritual Growth
- SPIRITUAL RECOVERY PROGRAM GRADUATION

#### **LEADERSHIP OPPORTUNITY**

As HUM expands with the late 2021 opening of a new 250-bed Center for Women & Children, the mission is seeking to broaden our senior leadership team. This person will work closely with the Chief Operating Officer (COO) on program development for the men's programs. The Sr. Director will be responsible for all aspects of Program, Spiritual Life, and Care Integration.

HUM seeks a Senior Director who is a strategic and collaborative team leader who respects and appreciates HUM's history and current level of service, with experience operating programs with this focus and scale. This person should be a seasoned leader who has led in an organization developing programs and who brings solid leadership experience in building teams and delivering program outcomes.

The following experience and values are essential for the candidate in this role:

- *Mature Faith* - We are seeking a leader of deep personal faith, a history of involvement in church community, and in agreement theologically with Helping Up Mission. The right leader will have the ability to think and act decisively with purpose and integrity.
- *Passion for those in Need of Recovery* – The right leader will have a passion for ministry to those in need of recovery. This person will have, or develop quickly, credibility and relationships in the community.
- *Proven Team Leadership* - The successful candidate will be a proven leader with the experience, vision and energy required to lead a 500-bed facility for men.
- *Results-Oriented* - This leader will ensure that HUM increasingly measures the results of its programs, demonstrating the various ways lives have been changed by the mission using the fifteen domain, five-point scale Progress to Life Transformation Matrix tracked through our Efforts to Outcomes database.
- *Exceptional Ability to Prioritize and Delegate* - The successful candidate will possess exceptional judgment, flexibility, and the demonstrated ability to thrive in a fast-paced environment, juggling multiple priorities and responding to a variety of constituent needs.

The Senior Director will provide oversight and strategic leadership relative to programs, community partnerships related to HUM Men's Programs and recruit and manage a dedicated staff and client community. The right candidate will be a hands-on, servant leader with the ability and drive to create and maintain outstanding, professionally managed programs at Helping Up Mission that combine

professional pastoral and clinical care. As a Christ-centered, faith-based organization, HUM believes it is imperative for staff to embrace the Biblical principles which are the 12 Steps of Recovery in our own lives.

- As staff, we acknowledge that we, too, are powerless and unmanageable in some aspect of our own lives – whether we have chemical addiction backgrounds or not
- As staff, we consider every client to be as significant a person as we are – understanding each of us has the capacity to relapse in our thinking or actions today
- As staff, on the most basic level – we see ourselves as simply passing along that which has helped us to those who have chosen to be here at this time in their life journey

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

There are several key areas of responsibility for this position as outlined below.

- Develop systems & policies to sustain programs that integrate spiritual and clinical care
- Lead a client-focused service model that delivers continuous improvement and innovation
- Leverage community resources to best serve our clients and meet the needs of HUM
- Manage resources to ensure strong stewardship through efficiency and effectiveness
- Oversee this 24/7 program working together with staff, program residents, and volunteers
- Maintain awareness of trends, program standards, and developments in the field of addiction recovery and treatment. Incorporate new developments as appropriate into programs
- Conduct risk management reviews, create and monitor necessary policies and procedures
- Prepare and maintain annual budget for Men's Programs in coordination with the COO
- Develop and lead policy and procedures implement for all aspects of the program
- Provide continual training for a HUM staff, residents and interns
- Work with staff leadership to develop annual program plans and make adjustments as needed
- Lead the team teaching daily SRP classes for clients in the Spiritual Recovery Program
- Evaluate and continuously improve & develop curriculum and classroom teaching approach
- Direct reports to this position include the Director of Spiritual Life and Director of Care Integration along with other program staff members
- Develop recovery program leadership among alumni in both intern and staff roles
- Other duties as assigned

#### **JOB QUALIFICATIONS**

- Bachelor's degree required and equivalent experience
- Master's degree and clinical/professional credentials relevant to leadership of a residential recovery center and theological training, preferred
- At least 7 to 10 years of progressively responsible leadership in residential recovery programs
- Strong administrative, organizational, and computer skills
- Excellent people skills, including conflict resolution and team-building
- Ability to work effectively with individuals from diverse ethnic, cultural and sociological backgrounds in a fair, supportive and cooperative manner in a secure residential community
- Detail-oriented, strong work ethic, professional demeanor and behavior
- Strong analytical, problem-solving and decision-making capabilities

Position offers competitive salary with an excellent benefits package. Interested candidates should email their resumes to [businessoffice@helpingup.org](mailto:businessoffice@helpingup.org) attn: Daniel Stoltzfus.