

# RADICAL HEALING

**THE RADICAL HEALING COLLABORATIVE IS GROWING!** We are seeking a liberation and justice focused *CLINICAL DIRECTOR* to help us align closer to our mission and values.

*LGBTQ+, BIPOC and bilingual folx are encouraged to apply!*

## - **PSYCHIATRIC NURSE PRACTITIONER** -

The **Psychiatric Nurse Practitioner (PNP)** position is a full time, hybrid (in office and telehealth) position and is an essential member of the Clinical Services Team. The PNP will provide outpatient psychiatric evaluation and medication management services at the Radical Healing campus, which launched in June 2016. The PNP will work in coordination with outpatient counseling services to provide psychiatric services to adult and youth clients with behavioral health concerns. This position will be supervised externally by a psychiatrist with whom there is a Collaborative Practice Agreement established upon hire. Liability insurance and collaborating physician costs are both paid for by the PNP. The PNP will work out of one or more Radical Healing office sites in the Durham and Chapel Hill, NC area. Services will be delivered in a hybrid model with in-office and telehealth services. The PNP will work in collaboration with our Program Manager and Office Support Team to coordinate client care, assist with insurance pre-authorization, and caseload management.

Duties and responsibilities may vary depending on the specific needs of the organization, but they may include the following with the approximate % of time to be spent on each duty or section of duties:

- Responsible for providing psychiatric services to clients in a variety of clinical settings during scheduled hours. Scope of services includes outpatient psychiatric evaluations and medication management services.
- Assess, diagnose, and treat adults, adolescents, and/or children experiencing symptoms of behavioral health disorders.
- Prescribe, recommend, or discontinue drugs and treatments to treat mental, emotional, or behavioral disorders in accordance with the Collaborative Practice Agreement and the state's Nurse Practice Act.
- Collaborate with counselors, social workers, psychologists or other treatment team members to coordinate client care.
- Responsible for timely and accurate completion of medical records, including assessment, treatment plan, progress notes, outcome measures, and billing entries.
- Counsel clients during appointments, as necessary.
- Design/participate in the development of individualized treatment plans, incorporating best and leading practices into treatment interventions.
- Examine or order laboratory or diagnostic tests for clients to provide information on general physical condition and mental disorders.
- Collaborate with guardians, relatives, and significant others on client's conditions and treatment when clinically appropriate.
- Prepare and submit assessments, progress notes, reports, and summaries to entities/agencies (funders, insurance companies, etc.) as required.
- Return calls and emails promptly (within 24 hours of receipt or sooner if clinically necessary)
- Responsible for making independent decisions based on protocols developed utilizing national guidelines for treatment interventions.
- Responsible for maintaining customer relations with all agency staff and clients.
- Looks for ways to improve and promote quality. Provides teaching and education to clinical staff, if requested.
- Follow all procedures and protocols as per RHC's policy, federal and state regulations, standard practice, and in accordance with the Collaborative Practice Agreement.
- Actively participate in all agency and department education, training, and in-services to confirm understanding of new information or changes to established clinical policies and procedures
- Attend monthly all staff meeting and attend at least once a month a rotation between group supervision

**Compensation and Benefits:** Salary expectations starting \$120,000-135,000+ based on experience with opportunities of additional bonus pay, with 75% contribution towards a Platinum or less BCBS Health Insurance Plan, 50% contribution towards dependent health insurance plans, vision, dental, 6 weeks of paid time off (includes holidays, sick time, vacation).

**Education and Employment Requirements:** Master's or Doctorate Degree in Nursing with focus on Psychiatric Nursing • Graduation from a state-certified advance practice program specializing in psychiatry/mental health with at least 1-2 years providing direct client care to persons receiving treatment for psychiatric disorders and ability to work with both adult and youth/child populations preferred. Successful candidates must be punctual in reporting to work, organized and detail oriented, a team player with strong written and verbal communication skills and strong interpersonal skills. Candidates must be able to demonstrate how they dismantle white supremacy and anti-Black racism, advocate for sexual and gender diversity and understands abolitionist, liberation-focused healing work. Strong applicants will have a clear, demonstrated history and experience working for people with marginalized and minoritized identities.

**This position is not right for you if you're:**

- Someone just looking for a job to clock in and out of.
- Someone who doesn't feel passion and deep commitment for our mission, vision and values.
- Someone who's not a team player or prefers not to work collaboratively.
- Someone who wants to own their own business in the near future. If that's you, awesome! But we're not the place for you. We dedicate a lot of time to our teams, and provide the flexibility, autonomy and space to allow each member of our team to get creative in their role. The ideal person is invested in time and energy in the Collaborative.
- Someone who doesn't like to hop in and help others get their work done or to support the growth and development of employees with compassion and empathy - we highly value teamwork and the growth mindset.
- Someone who has difficulty leading teams and having candid conversations and holding boundaries.
- Someone who has difficulty making decisions that grow the company.

**This position perfect for you if you're:**

- Aligned with the Radical Healing Collaborative's mission, vision, and values.
- Energized by helping others in a team and contributing to the growth of the Collaborative
- Social justice oriented and practice anti-racism work in and out of the workplace.
- Creative, engaged in doing good work, and excited by furthering our mission to making wellness an accessible community practice.
- Able to take direct and constructive feedback with compassion and empathy.
- Able to make tough decisions, have difficult conversations, and lead a team of people in a radically candid way.
- Energized by leading, making executive decisions, and making real impact.

**THE RADICAL HEALING COLLABORATIVE** is a wellness and liberation focused group collaborative housed on the Radical Healing campus. Radical Healing is an intentional, radically inclusive, LGBTQ+ and Black, Indigenous, People of Color centered, multiracial and multicultural campus for healing and wellness.

**we are** a diverse collective of queer, trans, cis, anti-racist healers, makers, bodyworkers, change makers, counselors, artists, social workers, physicians, musicians, energy workers, clinical and counseling psychologists, activists, caregivers, justice seekers, peacemakers, movement guides, yogis, workers, dream weavers, trouble makers and scholars.

**we believe** in the inherent worth and dignity of each person and offer sliding scale services based on an economic justice model of financial privilege. to that end, we challenge white supremacy, capitalism, ableism and all systems of oppression to make our programs and services more affordable and accessible to poor and working class people and people of color.

**we affirm** that all individuals are the experts of their own experiences and choices and are committed to providing trans-informed care and support trans folx in their gender self determination using an informed consent model of care.

**we offer** that individual wellness contributes to social justice and social justice contributes to individual wellness and that radical inclusion must involve radical transformation.

**we understand** that through the pursuit of justice, equity, healing and reconciliation we may cultivate healthier societies and foster relationships with self and community liberated from violence and oppression.

**we practice** a refusal of mastery and an insistence on processing and becoming.

**we commit** to regular, ongoing trainings, consultation and are active agents of change and advocacy in our communities to ensure ongoing, successful collaboration with the LGBTQ+er+, People of Color and people of all identities, .

### **Core Organizing Team**

David Young Oh, LCMHC  
Co-Founder  
Interim Clinical Director

Della V. Mosley, PhD  
Co-Founder  
Director of Research & Consultation

Marvice Marcus, PhD  
Director of Clinical Training

### **Application instructions:**

To apply, please send us a copy of your resume or CV, a cover letter, at least 3 references, a bio and headshot.

For consideration, please send all materials to dave[at]radicalhealing.us with “Application Materials: PNP” in the subject line.

### **NON-DISCRIMINATION & INCLUSION STATEMENT**

*Systems of power, privilege, and oppression have traditionally created barriers for persons and groups with particular identities, ages, abilities, and histories. I pledge to do all I can to replace such barriers with ever-widening circles of solidarity and mutual respect. I strive to be a center for health and healing that truly welcomes all persons and commits to structuring the center in ways that empower and enhance everyone’s participation.*

*We belong to a collective of healers who intentionally welcome all. We foster a climate of purposeful inclusion, an environment where all can feel safe, valued, cared for, and given an opportunity to form meaningful connections with each other. We value the diversity of differences which includes (but is not limited to) gender identity and its expression, age, race, ethnicity, and national origin, range of abilities, sexual orientation, financial means, family structure, educational and class status and political perspective.*