Pathways Vermont Soteria Program Manager

The Company: Pathways Vermont is a dynamic nonprofit agency which believes in transforming the lives of individuals experiencing mental health and other life challenges and permanently ending homelessness. Soteria Vermont is a hospitalization prevention residence for individuals experiencing an early episode of psychosis who wish to avoid or minimize their exposure to medications. The residence is located in Burlington and has the capacity to serve up to five individuals at a given time. Pathways offers a great benefit package including dental and health insurance, generous vacation time and 12 paid holidays.

The Role: Program Manager is responsible for overseeing a voluntary five-bed residence in Chittenden County for individuals experiencing an early episode of psychosis and seeking to avoid or reduce reliance on medication. Based on Dr. Loren Mosher’s successful project from the 1970s, Pathways Vermont Soteria provides non-coercive supports in a homelike environment focused on interpersonal and psychosocial approaches.

Serves: Soteria House
Location: Burlington, Vermont
Supervised by: Pathways Vermont Executive Director
Responsibilities:
- Overall responsibility for residents and quality of Soteria experience
- Supervision of Shift Supervisors
- Present 22 hours a week at the house (including network meetings)
- Coordinate and oversee contract service providers
- Update policies and procedures as needed
- Oversee training program for all Soteria staff
- Work with the Intake Coordinator/Intake team for eligibility criteria/referrals/admissions/ and after-care support
- Manage ongoing program evaluation
- Prepare and deliver regular reports to funders, and regulatory bodies as necessary
- Oversee and execute incident reporting to DMH, licensing and APS
- Develop and manage program budget
- Oversee staff time cards, reports to HR
- Other duties as assigned

Requirements:
- Personal qualities of integrity, credibility, and commitment to the mission
- In-depth knowledge of psychiatric alternatives and psychosocial approaches to mental health and wellbeing
- Master’s degree in human services field or comparable experience
- At least three years of management or leadership experience
- Patience, creativity, flexibility, compassion, and sensitivity to persons with disabilities and other minority populations
- Excellent written and verbal communication skills
- Excellent interpersonal skills - the ability to network with area service providers, funders, and community stakeholders
- Excellent organizational skills
- Valid driver’s license, a reliable personal vehicle available for work purposes and current automobile
insurance

- Ability to share one’s own personal transformative life experiences
- Personal experience of psychosis/extreme states will be considered an asset