BEHAVIORAL HEALTH INNOVATORS, INC. (BHI)
Middle School PASS Program Director

Reports To: PASS Supervisor
Schedule: 30 hrs/week, Mon–Fri (school days, Sept–June)
Locations: YMCA of Cape Cod (Barnstable) & Centerville Recreation Building

POSITION OVERVIEW

The Middle School PASS Program Director leads the daily operations and implementation of the Positive Alternatives for Student Support (PASS) Program. This role creates a structured, supportive, and therapeutic environment for middle school students facing behavioral health challenges, including mental health and substance use concerns. The program provides early intervention through psychoeducation, restorative practices, and academic support to help students successfully return to their school environment.

PROGRAM LEADERSHIP, OPERATIONS & PROGRAMMING

- Lead daily program operations, ensuring a safe, structured, and supportive environment
- Develop and implement program procedures in collaboration with school staff
- Manage student intake, documentation, communication, and a small caseload (1–8 students)
- Monitor student progress and support goal-setting and re-entry planning
- Design and facilitate psychoeducational groups (e.g., substance use, CBT skills, communication, mindfulness, restorative practices)
- Deliver daily structured, therapeutic programming in collaboration with the PASS team
- Coordinate logistics (meals, supplies, space) and maintain program resources
- Support curriculum development and continuous program improvement

QUALIFICATIONS

- Minimum 2 years of experience working with adolescents in behavioral health, education, or related fields
- Knowledge of adolescent development, mental health, and substance use prevention
- Experience facilitating groups and implementing social-emotional learning strategies
- Strong organizational, communication, and collaboration skills
- Ability to work effectively with diverse populations and demonstrate cultural competence

Annual Salary: $52,250
Medical Insurance Allowance: $2,500 annually

Paid Time Off: Vacation, personal days & sick leave per company policy
About the PASS Program: The PASS (Positive Alternatives to Student Support) Program is a prevention and intervention model designed to support students in or at risk of suspension by providing a therapeutic, structured environment where they can continue academic work while developing critical social-emotional skills.
CONTACT INFO@BHINNOV.ORG TO APPLY