Vamos por Más
Hispanic/Latino Behavioral Health Empowerment and Leadership Academy

Application

The Hispanic/Latino Behavioral Health Center of Excellence (H/LBH CoE) is pleased to announce ***Vamos por Más* Hispanic/Latino Behavioral Health Empowerment and Leadership Academy 2025-2026.** Up to 10 behavioral health services personnel from community-based organizations serving Hispanic and Latino populations will be selected to participate in this 11-month career development initiative to receive direct access to mentorship and leadership skill-development opportunities on behavioral health-related topics, including but not limited to:

- Developing leadership skills in a culturally responsive environment to promote an effective and sustainable behavioral health service setting.
- Acquiring leadership skills to accelerate the behavioral health system changes that improve the well-being of Latino communities.
- Advancing empowerment abilities to improve decision-making proficiency and advocacy for Hispanic and Latino populations.
- Building and/or enhancing cross-sector partnerships between communities and behavioral health systems.

We invite all healthcare providers to apply for this unique opportunity. To ensure your participation in this academy, please follow the instructions below and be sure to complete all the requested information.

1) With the application, applicants must submit supporting documents via email (info@hispaniclatinobehavioralhealth.org). The application accepts PDF documents only. The supporting documentation includes:
    a. Application
    b. Employer Endorsement Form
    c. Curriculum Vitae
    d. Evidence of credentials

2) All applications are **due by September 12, 2025.**

3) Once the application dates close, candidates will be contacted via email to coordinate a meeting for a brief interview.

4) Interviews will take place between **September 12th and October 3rd, 2025**. Applicants selected will be contacted via email on or before **October 17th, 2025**.

5) Applicants will be expected to travel for in person meeting between **October 27, through November 7, 2025**.

6) For any questions during the application process or about this initiative, please contact us:

Dr. Jessenia D. Zayas-Ríos, Program Manager
jessenia.zayas@uccaribe.edu
Diane Arms, Leadership Academy Lead
diane@armsavanza.com

Please, complete **all the sections** below to participate in *Vamos por Más* **(please use an additional document to complete answers if necessary).**

Part I. Demographics information of the applicant

Last name, First name, Middle name (if applicable)	
Position in the entity	
Services provided	
Name of the Community-based Organization	
Community-based organization completely address	
City State	
Zip code	
Email (from the official organization)	
Phone Number	
Region	
Years working in the organization	
Please, include your professional credentials, if any (provide evidence of them)	

HISPANIC/LATINO BEHAVIORAL HEALTH CENTER OF EXCELLENCE

Part II. Assessment

This section will help the curriculum and the behavioral health educational support sessions. We would like to know more about what content would make this training institute most valuable to you and your agency (please use an additional Word document to complete answers if necessary).

1. What types of behavioral health (mental health and/or substance use) prevention programming, treatment, and supportive services are currently provided within your CBO's scope of services for Latino communities? (This should include direct service provision as well as via referrals to other providers).	○ Mental health prevention programming and treatment ○ Substance use prevention and screening ○ Substance use treatment ○ Substance use recovery and support services ○ Social services ○ Crisis intervention ○ Inpatient services ○ Mutual support and peer-run services ○ At home through tele-behavioral or home-based services ○ School-based services ○ Administrative position, specify: _____ ○ Other: _____
2. What leadership skills would you like to enhance by participating in this academy? **Check all the skills apply and Explain (400 words limit):** Essential Skills for Effective Leadership: Communication skills: ○ Interpersonal skills ○ Teamwork skills ○ Motivational skills ○ Analytical skills ○ Problem-solving skills Reference: https://www.indeed.com/career-advice/career-development/soft-skills-for-leadership	○ Decision-making skills ○ Conflict resolution ○ Empathy ○ Compassion ○ Confidence ○ Integrity ○ Honesty ○ Mentoring skills ○ Willingness to learn ○ Delegating tasks ○ Organizational skills ○ Creativity ○ Strategic planning ○ Emotional intelligence ○ Adaptability ○ Other _____

3. Currently, what do you consider your best leadership skills, and why? (250-word limit)	
4. After participating in this academy, what expectations would you have for your professional career? (250-word limit)	

5. What challenges or barriers does your agency face in addressing the behavioral health and/or substance use-related needs of Latino communities? (250-word limit)	
6. Please describe your current organization, including its mission, primary services, and the population(s) you serve. Be sure to highlight any specific programs or initiatives that address the behavioral health and well-being of Latino communities. This section should give us a clear picture of how your organization contributes to advancing behavioral health equity. (200-word limit)	
7. Please describe the leadership structure of your organization. Who are the key decision-makers (e.g., CEO, board members, program directors), and how does leadership engage staff and community members in decision-making? Provide a brief overview of how leadership supports professional development, mentorship, or system-level changes.	

Part III. Additional information

1. Please, include any special needs you may require, including translation in Spanish Language, if applicable.

HISPANIC/LATINO BEHAVIORAL HEALTH CENTER OF EXCELLENCE

Part IV. Certification of Commitment

I understand and I am committed to participate in all the activities of *Vamos por Más.* These include (check each):

- Participate in a two-day and a half Mentorship Induction Meeting/Training of *Vamos por Más, October/November 2025* (in person).
- Active participation in one-hour monthly mentorship sessions.
- Participate in one-and-a-half-hour monthly check-in meetings.
- Develop and present a project in a graduation two-day meeting to be held in September 2026 (in person).

I certify today, _____, my commitment to participate in this academy.
Date

_____
Applicant Signature