

<b>POSITION TITLE:</b>	Warm Line Coordinator
<b>JOB STATUS</b>	Part-time (24 hours), non-exempt; permanent
<b>PAY RANGE:</b>	\$23.00 - \$25.00 per hour, depending on experience
<b>BENEFITS:</b>	<ul style="list-style-type: none"> <li>• Kaiser HMO or Blue Shield PPO medical; Principal dental, vision, life &amp; long-term disability; plus an EAP (60% premium paid by employer for medical, dental &amp; vision)</li> <li>• Vacation, Sick, and Personal time accruals, and 11+ paid holidays annually (prorated)</li> <li>• Paid meal breaks</li> </ul>
<b>HOURS:</b>	<ul style="list-style-type: none"> <li>• Variable schedule – Three 8-hour shifts per week during Su-Th, 10am – 9pm window</li> <li>• Occasional flexibility to attend morning staff meetings and for urgent situations</li> </ul>
<b>REPORTS TO:</b>	Warm Line Program Manager
<b>POSITION START:</b>	April 22 <sup>nd</sup> or as soon as possible

**About the Mental Health Association of San Francisco (MHASF)**

MHASF is a mental health peer-run nonprofit located in downtown San Francisco and serving people and agencies across the Bay Area since 1947. As mental health consumers ourselves, we center the lived expertise of people with mental health challenges in our advocacy, education, and support programs, and believe that dignity and recovery in mental health are something everyone can experience. Our staff is dedicated to creating spaces for learning and healing around stigmatized and under-resourced areas in mental health—hoarding and cluttering behavior, peer employment support, mental health & nutrition, community-based crisis response, and more. MHASF strongly encourages people with lived experience of mental health challenges to apply and grow with us!

**OVERVIEW OF PROGRAM & POSITION:**

Since 2014, the San Francisco Peer-Run Warm Line has offered 1-on-1 emotional support, information, and referrals via phone and instant messaging to the Bay Area community and beyond. Operated exclusively by individuals with their own lived experience of mental health challenges, the Warm Line connects highly trained peer counselors with people seeking support for a wide array of concerns to help them build connections, trust, resourcefulness, and hope to support recovery now and prevent crisis later.

The Warm Line Coordinator oversees the day-to-day operations of the Warm Line in collaboration with a team of fellow Coordinators, ensuring that both our participants and our volunteer peer counselors have a constructive, consistent, and high-quality experience with MHASF. The Coordinator works both on the front line and behind the scenes, being present on-site in the call center to mentor counselors, troubleshoot technical problems, and assist with taking calls and instant messages, while also partnering with the team on scheduling, counselor training, database management, program development, outreach, and recruitment. We're seeking someone with a combination of peer support skills, supervisory or training experience, technical ability, and an understanding of the profound importance of peer-to-peer connections for emotional wellness. If you're enthusiastic about peer-run mental health services and want to make a broader impact on services through program coordination, you may be the person we're looking for.

**CORE RESPONSIBILITIES:**

**Call Center & Volunteer Support**

- Co-facilitate new volunteer counselor trainings, continuing education workshops, and team meetings
- Supervise, direct, and provide performance guidance to volunteer counselors working in the call center

*The mission of MHASF is to cultivate peer leadership, build community, and advance social justice in mental health.*

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- Hold 1-on-1 mentorship meetings with counselors to give feedback and promote skills development
- Debrief challenging situations in the moment
- Provide backup support by taking calls and instant messages when understaffed or during high-volume hours
- Troubleshoot technical issues—database outages, malfunctioning equipment, network problems, etc.

### **Program Logistics & Development**

- Ensure adequate service coverage by coordinating volunteer schedule and finding substitute shift coverage
- Collaborate with Operations Manager to make supply orders and manage equipment and inventory
- Partner with other Warm Line Coordinators and Program Manager to ensure consistent supervisory support for volunteers
- Assist in conducting caller satisfaction surveys and occasional call monitoring for quality assurance
- Participate in program planning meetings to identify needs and make recommendations for solutions
- Contribute to the development and maintenance of the Warm Line's referral and resource database
- Support Program Manager in making revisions to program manuals, training curricula, and other materials

### **Events, Outreach & Recruitment**

- Help plan and staff community outreach events, funding campaigns, and other special projects
- Participate in conducting volunteer interviews and give feedback on candidates
- Create written content about the Warm Line for the MHAOSF website, blog posts, program flyers, and reports
- Deliver community presentations about Warm Line services and volunteer opportunities
- Support retention by planning volunteer appreciation events, social events, and other inclusion opportunities

The Coordinator will also support broader MHAOSF initiatives and be responsible for other duties as assigned. The above job responsibilities are meant to be representative, not a comprehensive job description, and are subject to change depending on the needs of the program and MHAOSF.

### **REQUIRED QUALIFICATIONS:**

- **Personal lived experience of mental health challenges**, and willingness to disclose to Warm Line callers and during volunteer trainings, is a requirement for this peer position
- Minimum 2 years' experience as a peer counselor, peer specialist, or similar (either paid or volunteer), ideally within a nonprofit setting
- Minimum 2 years' experience providing supervision and/or training of staff and/or volunteers
- Ability to respond effectively to conflicts and strong emotions—crisis support or call center background is very helpful for this role
- Experience maintaining confidentiality of sensitive information, understanding of confidentiality practices
- Familiarity with the mental health recovery movement, peer support model, and local resources
- Demonstrated success in event planning and/or project management
- Proficiency in Microsoft Office Suite, use of a multiline phone system, and basic troubleshooting
- High level of organization and time management, with ability to focus and prioritize in stressful situations
- Strong verbal and written communication skills, including ability to write effective instruction documents
- Highly collaborative work style and ability to work effectively with a team to identify and accomplish goals
- Ability to problem-solve with little to no guidance and to exercise independent judgment under stress
- Willingness to learn from others, take feedback, and make adjustments to communication and behavior
- Experience taking initiative to self-educate about unfamiliar subjects or concepts
- Affirmative and accepting approach toward people whose needs and experiences differ from your own
- Commitment to upholding the mission and values of MHAOSF

**TO APPLY**

Applications must include both 1) an up-to-date **résumé**, and 2) a **cover letter** describing your interest in the position.

**Choose one of the following options to submit your application materials:**

**1. Email (preferred):**

[careers@mentalhealthsf.org](mailto:careers@mentalhealthsf.org) – Include your full name and the name of the position in the subject line

**2. Fax:**

(415) 421-2928 – Include “ATTN: Human Resources – Warm Line Coordinator” on your cover sheet

If you believe you may need a disability accommodation to participate in this application and/or interview process, please contact us at [careers@mentalhealthsf.org](mailto:careers@mentalhealthsf.org) or call (415) 421-2926 x337.

Applications that are missing a cover letter or résumé cannot be considered. Application review and interviews will be conducted on a rolling basis until the position is filled. Other than accommodation requests, no phone calls about this position, please.

**Equal Opportunity Employment Statement**

Mental health challenges can affect anyone at any time, regardless of identity or background, and consequently the communities we serve are highly diverse. As a peer-run organization, we also recognize the importance of lived experience as an irreplaceable form of expertise and as a basis for building trust and providing effective services.

We welcome and strongly encourage people from historically marginalized and economically disadvantaged groups, including people who identify as disabled or neurodivergent, to apply to work with us.

MHASF is committed to providing equal employment opportunities to all qualified applicants for employment and does not discriminate on the basis of race, religion, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, sex, gender or gender identity, gender expression, age, sexual orientation, military or veteran status, or any other factor not related to ability to successfully fulfill the requirements of the position.