



AYUDANDO LATINOS A SOÑAR

507 Purissima Street  
Half Moon Bay, CA 94019

**Job Title: Colibrí Child Wellness Program Supervisor**

**Reports To:** Research Director and Associate Director of Research & Advocacy

**Organization:** Ayudando Latinos A Soñar (ALAS)

**Location:** Half Moon Bay, CA

**FLSA Status:** Full-Time/Exempt

## Join Us in Community

Do you want to be on the frontlines of community-rooted work that is influencing national models of care?

Ayudando Latinos A Soñar (ALAS) is building a model that is setting a new national standard for early childhood wellness, immigrant family care, and culturally rooted mental health.

ALAS is seeking a grounded, relational, and highly capable **Colibrí Child Wellness Program Supervisor** to help steward one of our most inspiring and impactful initiatives. This is a frontline, values-driven leadership and coordination role at a visionary organization doing research *with* community—not *on* community.

If you care deeply about early childhood development, culturally grounded mental health, and building systems that actually work for immigrant families, this role is for you. You will align clinicians, researchers, and community teams to deliver high-impact, culturally rooted care to children and families.

### Who We Are

Ayudando Latinos A Soñar (ALAS) is a Latino-centered nonprofit organization that began as a grassroots initiative in 2011. Rooted in the desire to celebrate identity and culture, ALAS has grown into a trusted community organization that provides culturally-centered mental health services, wrap-around case management, immigration support, education, social justice advocacy, and community research initiatives. We are deeply committed to supporting children, youth, families, farmworkers, asylum seekers, seniors, and the broader Coastside community.

The ALAS Colibrí Research Program is a **participatory action research center** at ALAS that advances community-led strategies to promote wellness, cultural vibrancy, healing, and



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resistance in marginalized and immigrant communities. We are founded on the principles of **cultural humility, cultura cura (culture cures), trauma-informed care, and relational engagement**. Our research partnerships with renowned institutions like Stanford Medicine, University of San Francisco, UCSF, and other social service agencies enable us to advance our mission and serve our community effectively. The Colibrí Child Wellness Program (CCWP) is a flagship research-practice partnership program within Colibrí that involves ALAS staff and collaborators at Stanford University School of Medicine and local clinical entities.

## Position Summary

The Colibrí Child Wellness Program Supervisor is responsible for the day-to-day administrative and programmatic coordination of the Colibrí Child Wellness Program (CCWP), working in close partnership with Colibrí leadership to support the program's operational and relational coherence.

The Supervisor works across parenting support, developmental screening, child–parent psychotherapy, and on-site developmental-behavioral clinical services delivered in partnership with ALAS clinicians and external agencies. In collaboration with program leadership, the Supervisor helps ensure that services run smoothly, partnerships remain aligned, and day-to-day practices reflect Colibrí's shared commitments to relational trust, *cultura cura*, and family-centered care.

This role is designed for someone who can manage complexity without losing clarity—a steady program leader who supports teams, anticipates challenges, and helps keep people, systems, and timelines moving together. The Supervisor collaborates closely with Colibrí leadership, clinicians, researchers, and community partners, contributing to a program that operates with rigor, coherence, and care, while final responsibility for program vision and ethics remains collectively held by organizational leadership.

## Key Responsibilities

Below are the essential responsibilities of the CCWP Supervisor. Other duties may be assigned that will be in keeping with the overall purpose and scope of the role.

## Program Management & Coordination



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- Supervise the day-to-day clinical operations of the Colibrí Child Wellness Program (CCWP) to ensure family-centered service delivery.
- Coordinate and ensure smooth collaboration with the external clinical partners, including:
  - ALAS mental health therapists who deliver **Child-Parent Psychotherapy (CPP)**;
  - Stanford **PRIMES** family care advocates who offer service navigation in partnership with the **Stanford Division of Developmental-Behavioral Pediatrics**.
  - Subcontracted clinical partners, including **Speech Goals, other Golden Gate Regional Center providers, and Berens Developmental-Behavioral Pediatrics (DBP)**; coordinate logistical aspects of on-site clinical services like developmental therapies and developmental-behavioral pediatric evaluations.
- Coordinate with other ALAS teams to supervise implementation of organization-level best practices within the CCWP, including to following activities:
  - Collaborate with ALAS team members who manage facilities, IT, and events to ensure that program needs are met.
  - Collaborate with ALAS leaders and staff working on data management and quality, working with Colibrí leadership to help ensure that Colibrí practices align with ALAS organizational-level approaches.
  - Manage program-related expense documentation and tracking in collaboration with the finance team.
  - Supervise implementation of recommendations from the ALAS Safety Committee in collaboration with Colibrí leadership.
- Work with the Colibrí leadership team to ensure that clinical and programmatic activities remain centered on Colibrí's core values, which include relational trust with immigrant communities, centering the needs of children and families in the design of services, uplifting cultural wealth and *cultura cura*, and advancing health equity and community wellbeing.

## Staff Supervision

- Provide administrative supervision of the **ALAS Community Child Development Specialist**. This includes providing support for the logistics of implementing parent-child support services at ALAS, including developmental screening, evidence-based parenting



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support, and parenting groups. Supervisory responsibilities, in accordance with the organization's policies and applicable laws, may include planning, assigning, and directing non-clinical work and addressing and resolving administrative problems. Supervision does **not** include clinical oversight or assurance of clinical service quality, which will be provided by licensed clinicians in the program.

- Foster a collaborative, effective team, providing mentorship and professional growth opportunities.

## **Data, Evaluation & Grant Management**

- Support and supervise efforts to meet grant reporting requirements for CCWP service activities.
- Coordinate with the ALAS research team (Research Director, Assoc. Director) and the Program Evaluation Advisor (Ryan Matlow) to implement data collection protocols.
- Supervise the collection and maintenance of programmatic data (e.g., clinical data, service utilization) and facilitate the collection of research data.

## **Bilingual: Spanish/English Fluency**

- **Bachelor's degree required (Master's preferred)** in public health, social work, psychology, health administration, education, or a related field.
- Demonstrated experience in **program management or coordination** within a nonprofit, community health, early childhood, or closely related setting.
- Proven ability to **align teams and partners** across disciplines (e.g., clinicians, researchers, community staff, external agencies).
- Strong organizational judgment, follow-through, and comfort holding multiple moving parts simultaneously.
- Clear, grounded communication skills and the ability to navigate complex, relational environments with care.
- Deep respect for, and experience working with, Latino and immigrant communities.

## **Strongly Preferred**

- Experience in **child development or early childhood education**, particularly:
  - Developing, adapting, or stewarding early childhood curricula or program content



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- Supporting parenting programs, caregiver education, or developmental learning initiatives
- Experience translating child development knowledge into practice in community-based or clinical-adjacent settings.
- Prior experience supervising or mentoring staff in non-clinical roles.

## Helpful but Not Required

- Experience with grant reporting, budgets, or program evaluation.
- Familiarity with data systems (e.g., REDCap, EHRs) or structured data-collection processes.
- Experience working within research–practice partnerships or community-based research initiatives.

## Reporting and Collaborative Structure

This position reports to the **Research Director** (a developmental-behavioral pediatrician) for clinical matters, and the **Associate Director of Research and Advocacy** for other aspects of supervision.

## Work Arrangement

- **Location:** Primarily in-person work required in Half Moon Bay, CA, with opportunities for some hybrid/remote time.
- **Hours:** Full-time, 100% FTE (40 hours per week), with flexibility to accommodate occasional weekend or evening events. Specific on-site schedule to be determined.

## Compensation and Benefits

- **Salary:** \$80,000-\$90,000 annually (depending on experience).
- **Benefits:** ALAS offers a comprehensive Benefits package.

## Expected Start Date

February 2026

## To Apply

To apply please send your cover letter and resume to Annie Berens, Research Director, ([dr.annie@alasdreams.com](mailto:dr.annie@alasdreams.com)) and Antonio Lopez ([antonio@alasdreams.com](mailto:antonio@alasdreams.com)), Associate Director of Research and Advocacy.



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**ALAS is an equal opportunity employer and welcomes candidates from diverse backgrounds who are committed to making a positive impact in the community.**