



Mental Health Matchmakers is recruiting for a Program Director for a trauma-informed residential treatment center offering behavioral and mental health support in Cedar City, UT.

Foster a culture of excellence, compassion, and innovation within the staff and therapeutic programs.

What we offer you:

- Competitive salary: \$60,000 – \$90,000 (commensurate with experience, cultural fit, education, and leadership potential)
 - Monthly performance bonus
 - 401K
 - Medical, dental, vision, and life insurance
 - Employee Assistance Program
 - Cell phone reimbursement
 - Paid holidays (12.5 full days and 2 half days annually)
 - 15 days of PTO (vacation, personal, or sick leave)
 - Paid parental leave
 - Use of a company vehicle (2024 Tesla Model Y, \$6,000 annual value)
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What you'll do:

- **Oversee daily operations:** Lead the residential department of 120+ staff while creating a safe, structured, and nurturing environment for clients.
- **Leadership & Mentorship:** Hire, train, and mentor staff while modeling emotional intelligence, resilience, and calm confidence under pressure.
- **Program Excellence:** Ensure alignment with Mental Health Matchmakers' therapeutic mission and core values: Grit, Growth, Trusting Relationships, and Extreme Ownership.
- **Compliance:** Ensure legal and regulatory compliance with all applicable entities.

- Strategic Leadership: Own all aspects of the program department and drive consistent, high-quality care.
 - Client Engagement: Spend time on the floor with clients and direct care staff, staying highly visible and deeply engaged.
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What you bring:

- Bachelor's Degree in Behavioral Sciences, Psychology, Social Work, or Healthcare Administration is required; Master's preferred.
 - Deep experience in residential treatment for adolescents, particularly teen girls. Minimum of 3 years in a leadership role within the mental health or healthcare sector. Demonstrated ability to thrive under pressure while leading large teams.
 - Strong analytical, solution-focused mindset with exceptional interpersonal and mentorship skills.
 - A passion for serving underserved youth and providing world-class trauma treatment.
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Location: Cedar City, Utah – On-site at our beautiful and expanding campus.

Job Type: Full-time

Pay: \$60,000 – \$90,000 per year