



## JOB POSTING

### **Position title: Clinical Director**

The Clinical Director will demonstrate strong clinical expertise in therapeutic modalities to include trauma informed care, attachment training, crisis response, systems work, and brief solution focused therapy for children, adults and families. This position will provide oversight to counseling staff and practices in departments across the agency as well as provide clinical consultation to all agency program areas and community partners as needed.

### **Duties and Responsibilities**

- Responsible for oversight of counseling services and practices across the agency, ensuring efficient and effective response to referrals and service needs and sound counseling practices.
- Responsible for supervision of one or more counseling supervisors.
- Works closely with program directors in shaping and managing the delivery of a full range of counseling services.
- In collaboration with the Staff Experience Manager and program directors, provide oversight for counseling intern supervision, training, and assignment.
- In collaboration with agency leadership, develop and maintain ongoing training and development plans for clinical staff as a whole and individual employees or programs as appropriate; lead trainings and in-services.
- Complete HR functions of role: participate in the recruitment and interviewing process for counseling positions; make recommendations regarding hiring, discipline, and termination. Conduct and administer discipline and employee performance reviews; provide employees with coaching and support. Orient new employees to agency, position, and program according to agency policy and document appropriately.
- Stay abreast of contents of employee handbook to assure employee adherence to the manual or to provide guidance as necessary to staff as it relates to topics covered in the manual.
- Provide individual and/or group supervision for program staff, including licensure supervision; maintain records of all individual and group supervision/meetings.
- Carry a limited clinical caseload.
- Provide clinical consultation to all programs or efforts as requested and appropriate.
- Regular attendance during office hours and reliable transportation required.

**Requirements:** This position requires a Master's Degree in Social Work, Psychology, Counseling or related field and current licensure in that field, and at least 5 years of counseling experience and 2-3 years of supervising counseling staff. Must have the credentials to provide licensure supervision program staff

**Submit resume to** [hrdept@fcsnashville.org](mailto:hrdept@fcsnashville.org)

EOE M/F/D/V