

<b>Organization</b>	<i>Owls' Nest North Therapy Joint (ONN)</i>
<b>Job title</b>	<i>Clinical Supervisor</i>
<b>Reports to</b>	<i>Kristi Erlich, Clinical Director</i>

### **Job purpose**

The purpose of this position is to provide quality clinical supervision to ONN employees through an anti-oppression lens. Position is for a supervisor who is culturally competent in serving and supporting BIPOC clients and supervisees. At ONN, a small mental health clinic, we seek to provide quality care to those who historically do not have access and to offer excellent working conditions to those who provide that care. Our mission includes bringing our professional and personal examinations of our power and privilege into our clinical interactions.

### **Duties and responsibilities**

#### Clinical

- Provide quality clinical supervision to counseling registered LPC/LMFT associates (required), CSWAs (preferred) and graduate student interns
- Facilitate coordination of client care with client providers as needed
- Report clinical issues to clinical director as needed
- Provide referrals and community resources to clients
- Examine and apply anti-oppression factors in clinical supervision
- Maintain and role model professional ethical standards
- Advocate for clients and supervisees within larger systems
- Facilitate group and individual supervision of registered LPC/LMFT associates and CWSAs
- Facilitate growth, development, and examination of countertransference of supervisees
- Be an on-call/as-needed resource for supervisees as issues arise
- Consult with licensing board or legal sources when critical issues arise
- (Optional) Carry a client caseload of 5-15 clients

#### Administrative

- Perform administrative duties related to insurance contracts
- Document and review supervisee progress, treatment plans, assessments diagnoses and outcomes
- Practice and role model mandatory abuse reporting and HIPAA standards
- Ensure maintenance of supervisee complete client records
- Accurately document supervisee time logs
- Utilize various phone and computer technology

#### Professional Development

- Complete continuing education as required to maintain clinical supervisor status
- Participate in ongoing consultation around clinical supervision
- Gain any needed skills to assist supervisees, through formal and informal means
- Participate in ongoing formal and informal education around anti-oppression and intersectionality issues

#### Personal Qualities

- Ability to solve complex problems in a community setting
- Self-reliant and independent, but able to ask for assistance when needed
- Reliable and organized
- Resilient and open to feedback
- Capacity to maneuver grey areas and adapt to contextual needs
- Flexible as clinical needs develop and change
- Communicative and able to resolve interpersonal conflict
- Able to role-model ownership of emotional responses and adept at taking personal responsibility for them

## Qualifications

Successful completion of a master's level counseling or social work program, completion of four years of post-graduate clinical experience in a mental health treatment setting, QMHP eligible, licensed and eligible to provide clinical supervision to registered LPC and LMFT associates, CWSAs, and graduate student interns.

- Completion of licensing boards requirements to be eligible to clinically supervise
- Must pass a criminal background check prior to hiring
- Bilingual preferred
- Experience and education on how issues of oppression and social justice impact client mental and relational health.
- Experience and ability to openly examine and discuss issues of privilege and power, as it relates to our clinical work and impact in our professional collaboration and community.
- Demonstrated willingness and ability to meaningfully collaborate with a clinical team on social justice and anti-oppression issues.
- Knowledge of systemic factors impacting GLBTQI2SA+ people and people of non-dominant cultural experiences.
- Demonstrated cultural competence working with BIPOC supervisees and clients
- Familiarity and experience with concepts of intersectionality.
- Ability to manage paperwork to keep records up-to-date
- Willingness to take direction on both clinical and administrative issues
- Skilled at using technology for email, word processing and internet access. Easily adaptable to new technologies.

QMHPs must demonstrate the ability to conduct an assessment, including identifying precipitating events, gathering histories of mental and physical health, substance use, past mental health services and criminal justice contacts, assessing family, cultural, social and work relationships, and conducting a mental status examination, complete a DSM diagnosis, write and supervise the implementation of a Service Plan and provide individual, family or group therapy within the scope of their training. Counselor QMHPs must meet the following minimum qualifications:

- Graduate degree in psychology;
- Graduate degree in social work;
- Graduate degree in recreational, art, or music therapy; or
- Graduate degree in a behavioral science field;
- Recovering Staff: Program staff, contractors, volunteers and interns recovering from a substance use disorder, providing treatment services or peer support services in substance use disorders treatment programs, must be able to document continuous abstinence under independent living conditions or recovery housing for the immediate past two years.

## Working conditions

This position requires some evening and weekend hours, but scheduling is flexible. A successful candidate can expect to provide up to 10 hours a week of clinical supervision in an individual or group setting, including required documentation and consultation. Compensation is hourly. Candidates must carry their own professional liability insurance.

Candidates are required to have some flexibility as to clinical supervision hours as employees are added and as fluctuations occur.

## Physical requirements

This position requires sitting with supervisees for extended periods of time and repetitive tasks (email, documentation, etc.).