Position: Interim Director of Clinical Services (Contractual, 9-Month Hybrid Position w Possible Extension)

Job Summary: The Director of Clinical Services at My Covenant Place, Inc. plays a critical leadership role on a 9-month contractual basis, with a possible extension depending on future grant funding. This hybrid position, involving both in-person and remote work, reports directly to the Executive Director. The Director will be responsible for the overall management of the Counseling Department, with a focus on trauma-informed care for victims of crime. A significant aspect of this role is the responsibility to maintain a manageable to moderate caseload, ensuring direct client interaction in addition to overseeing departmental operations. The ideal candidate must possess a profound understanding of trauma, demonstrate proficiency in evidence-based clinical modalities, and have the ability to work independently. Key responsibilities include developing, evaluating, and enhancing clinical programs, assessing current programming, and providing strategic recommendations to the Executive Director. The position requires robust leadership skills for effectively supervising and integrating the clinical program within the organizational structure, maintaining clear and effective communication with the Executive Director.

Key Responsibilities:

• Clinical Supervision and Staff Development: Oversee both clinical and non-clinical staff, acknowledging and effectively managing the diverse range of personalities within the team. Provide supervision that caters to individual strengths and needs, fostering an environment where varied temperaments and skill sets are recognized and utilized effectively. Focus on enhancing team competencies, ensuring each member's unique attributes contribute positively to the department's goals.

• Program Oversight: Develop quality service policies, manage client referrals, maintain accurate data and implement best clinical practices

• Strategic Planning and Collaboration: Engage in organizational management, coordinate with various departments and uphold My Covenant Place’s values in community representation

Core Competencies:

• Strategic Insight: Formulate strategies based on trend analysis and organizational needs

• Decision-Making and Problem Resolution: Utilize factual analysis for decision-making and foresee potential issues with effective solutions
• **Organizational Skills:** Efficiently manage multiple projects with clear priorities and coordination

• **Cooperative Engagement and Quality Focus:** Work harmoniously within teams, maintaining high standards of work

• **Dependability:** Demonstrate responsibility and consistency in work output

• **Inclusivity Advocacy and Anti-racism Commitment:** Promote a diverse, inclusive workplace and engage in anti-racist practices

• **Leadership and Management Proficiency:** Inspire team performance, delegate effectively, and align departmental goals with organizational objectives

**Minimum Qualifications:**

• Master’s Degree in Clinical Social Work. Preference will be given to PHD Candidates

• Clinical licensure as a board-approved supervisor

• Administrative supervisory experience

• Extensive experience in evidence-based, trauma-specific care, particularly geared towards vulnerable, underserved populations. This should include specialized expertise in sexual and/or intimate partner violence programs, as well as providing clinical services for survivors of homicide and non-fatal shootings/stabbings.

• Familiarity with a range of therapeutic interventions

• Competence in program development, data and performance management

• Proficiency in Microsoft Office and data management tools

• Strong oral and written communication skills

**Contractual Terms:**

• This is a 9-month contractual position

• Continuation of the role is contingent upon the availability of future grant funding

**Application Process:** Interested candidates should submit cover letter and resume to: lcarter@mycovenantplace.org

*My Covenant Place, Inc. is an equal opportunity employer committed to creating a diverse and inclusive work environment. We strongly encourage applications from minorities and males, as well as other underrepresented groups, to join our team dedicated to compassionate, client-centered care.*

*We welcome applicants from all backgrounds who meet the qualifications and share a passion for our mission, vision and values.*