

The Family Crisis Center of Baltimore County, Inc.

The Mission of The Family Crisis Center of Baltimore County, Inc. exists to assist individuals, families, and communities in preventing and interrupting cycles of violence so all can grow stronger and move toward bold futures.

Director of Family Counseling Services

Reports to:	Executive Director
Evaluation:	Annual evaluation by the Executive Director
Classification:	Exempt
Hours of work:	Full-Time
Work Location:	On-Site
Salary:	\$75,000/annual

Overview:

The Family Crisis Center of Baltimore County (FCC) assists families as they experience the impacts of conflict and violence in Baltimore County. Our vision is to ensure every home is safe, families are thriving, and communities are strong.

Position Purpose:

The Director of Family Counseling Services is a vital member of the Administrative Leadership Team and responsible for providing Clinical Supervision, Training and Direct Services to ensure that clients receive high quality counseling services grounded in Bowen Family Systems theory. The Director of Family Counseling Services will develop and monitor a comprehensive Counseling Services Program to include establishment of sound policy, effective procedures and thoughtful provision of services that are in accordance with legal/ethical requirements and standards of professional excellence. The Director of Family Counseling Services will also provide supervision and direction to other client services including the New Behaviors Program.

Responsibilities include utilizing a family systems approach within the context of a family safety model that includes risk assessment and safety planning with a focus on recognizing strengths and enhancing individual and family resiliency. This position will provide leadership and vision to the organization and its staff and will be responsible for overseeing day-to-day operations of the Counseling and New Behaviors programs as well as developing strategies to allow for continued growth, in collaboration with the Executive Director and other members of the leadership team.

The Director of Family Counseling Services must have the maturity and leadership skills to work with people from economically and culturally diverse backgrounds.

Key Functions and Responsibilities:

- Oversees the development, implementation and delivery of all Counseling Services by developing program purpose and goals with Executive Director.
- Oversees the ongoing operation and provides supervision to the New Behaviors Program.
- Maintains and as needed establishes policy and procedures to ensure quality implementation of program purpose and goals.
- Responsible for development, implementation, and management of Clinical Internship Program

- Manage and support clinical staff for adequate provision of direct client services.
- Provides individual and group supervision to clinicians and program staff involved in direct client services to ensure consistent, quality services and take the lead in cultivating a learning environment that increases knowledge of Bowen Family Systems Theory and promotes the growth and pursuit of clinical competency and personal maturity.
- Provide direct client services as an essential function of this role.
- Conduct evaluations of program and staff to ensure staff efficacy and program effectiveness. Provide ongoing consultation with all staff to review productivity, caseload, and clinical documentation.
- Assist in the recruitment, hiring and onboarding of clinical psychotherapy staff and interns.
- Develop and maintain working relationships with internal and external partners and stakeholders to support and form effective referral partnerships.
- Conduct administrative tasks to ensure grant and funder expectations are met.
- Assists with responding to grant and/or request for proposal opportunities and reporting

Required Education

- Master's degree from an accredited program in counseling, marriage and family therapy, social work or psychology

Preferred Knowledge and Experience:

- Post Graduate Training in Bowen Family Systems Theory
- LCPC, LCM FT, LCSW for at least 5 years with ability to obtain license in Maryland.
- Approved supervisor with ability to obtain in Maryland.
- Experience or keen understanding of clinical services in non-profit organization; professional experience in domestic violence field
- 10+ years of significant direct counseling experience.
- 5+ years of direct clinical supervision experience.
- Excellent skills in written/verbal communication
- Proficiency with MS Office Suite (Word, Excel, PowerPoint)
- Mature interpersonal skills and ability to work with all levels of staff, volunteers, clients and other key stakeholders
- Ability to participate to travel as required and meet in the evening and occasionally on the weekends

Working Conditions and Environment:

This is primarily an office position. The work environment is moderately active and noisy.

Physical Requirements:

This position requires sitting for extended periods of time, bending, and lifting up to 10 pounds.

Equal Opportunity Employer

The Family Crisis Center of Baltimore is an equal opportunity employer. We value a diverse workforce and an inclusive culture. We encourage applications from all qualified individuals and do not discriminate, and will not



tolerate discrimination, on the basis of race, ethnicity, color, religion, sex, pregnancy, gender, gender identity or expression, national origin, sexual orientation, age, national origin or ancestry, genetic information, political affiliation, physical or mental disability, military or veteran status, or any other protected status under federal, state or local law. Our employment decisions are solely made according to qualifications for the positions.