



Clinical Director

Salary Range : \$60,000-65,000, eligible for health benefits and PTO

Organization Type: Faith-based Nonprofit Organization

Position Type: Full time Exempt, Mon-Fri with possible weekends

Department: Clinical/Programs

Direct Report: Operations Manager

The Director of Clinical Services will be responsible for overseeing and developing the clinical department including hiring, supervision, evaluation and scheduling of all clinical staff, developing, planning, and implementing strategies for all programs within Extended Hands of Hope.

The Director of Clinical Services will provide clinical training to clinical staff, interns, and other program staff. This position must have a positive and supportive attitude toward Extended Hands of Hope's mission and overall practices. This position provides both clinical and personnel supervision of the clinical staff. The Director of Clinical Services must possess extensive knowledge of trauma-informed practices and care, strong ability to solve complex problems, and have good decision-making skills, including critical thinking skills.

Preferred experience and skills

Must be a Colorado Licensed Clinical Social Worker, Licensed Professional Counselor, or a Licensed Marriage and Family Therapist; 2-3 years of experience in a nonprofit mental health/clinical setting is highly preferred; knowledge of the issue of sex trafficking and how it impacts youth is highly preferred; strong ability to manage and oversee a clinical team is required; must have reliable transportation. Monthly On-Call Rotation required.

Job Duties

- Supervise and oversee all aspects of the client service delivery.
- Ensure that all clinical practices follow county, state, HIPPA, and Medicaid regulations
- Assist with budgeting, managing, and monitoring fee-for-service through Medicaid and State funding
- Assist CEO, Program Manager, and Development Director with continuous data collection for grants and other funding opportunities

- Assist with all aspects of managing and overseeing the clinical team, including therapists, and clinical interns
- Represent Extended Hands of Hope in the community, including attending certain EHH functions, presenting and training in the community, and sharing nonspecific data with community and referral partners
- Assist in developing, planning, and implementing strategies that will promote program growth and ensure self-funding and sustainability of clinical programming
- Review, monitor, and oversee all clinical needs for clients, including but not limited to overseeing client files in TEAMS, client ISPs and treatment plans, mental health assessments, and therapeutic progress notes
- Regularly engage in quality assurance to ensure that our programs are meeting the needs of clients, as well as representing superior trauma-informed care
- Recommend changes in program services to meet client needs when necessary
- Oversee and supervise admissions program
- Oversees the assessment program, including collecting and scoring psychological assessments
- Collaborate within the mental health, anti-trafficking, and trauma-informed care community
- Work with other members of the management team to assure successful communication and coordination between all Extended Hands of Hope's programs and participate in strategic planning with Extended Hands of Hope's Executive Leadership Team and Board of Directors
- Assist with recruiting clinical interns and cultivating relationships with local schools
- Provide recommendations on data collection protocols and recommend any necessary changes
- Provide clinical supervision to clinical team and any clinical interns that require oversight
- Work collaboratively with the leadership team and CEO to maintain and develop quality programming within all programs
- Develop and manage Community-based Medicaid Fee-for-Service Program and Core Services Programming
- Remain up-to-date with all compliance regulations and changes

- Provide overall clinical direction and oversight within all programs

Preferred Skills:

- Understands and demonstrates a willingness to engage in the core values of Extended Hands of Hope and guiding values and philosophies for the program
- Represent Extended Hands of Hope in a positive way at social activities and events
- Abide by organization policies and procedures
- Possess crisis management skills
- Displays strength-based tendencies
- Effectively communicates with others
- Capable of performing multiple tasks and is well organized
- Works well on a team
- Enthusiastic about our trauma-informed program approach
- Strong attention to detail
- Ability to confidently communicate with a variety of community members and teams
- Flexible and adaptable attitude is a must
- Knowledge of trauma-informed care and residential experience
- Willingness to learn and implement a strengths-based restorative process
- Emphatic, confident, and ability to firmly set boundaries with youth
- Experience working with at-risk youth who present with challenging behaviors
- Ability to have fun and keep things light-hearted with clients as appropriate
- Balance multiple job duties
- Effective and solution-oriented communication with others
- Problem Solving & Self-starter: able to take initiative in the moment and prioritize tasks using knowledge of program policies and procedures
- Team oriented and able to coordinate with various departments and staff
- Willingness to participate in agency-wide efforts to provide high quality programming and advocacy

Preferred Certifications and Training:

- CPR/First aid, QMAP, and trained in Safety Cares and Trauma-informed Care and Practices
- Experience with Volume 7 and 27 regulations and experience in staff management and clinical supervision

Preferred Character Traits:

- Flexible • Team-Oriented • Professional • Well-Organized • Committed • Critical Thinker

Extended Hands of Hope is an equal employment opportunity employer. We seek a broad and diverse pool of candidates and strongly believe that our organization benefits from the perspectives and talents of a diverse staff. To apply, send resume and cover letter to kristen@extendedhandsofhope.org.