

RADICAL HEALING

THE RADICAL HEALING COLLABORATIVE IS GROWING! We are seeking a liberation and justice focused *CLINICAL DIRECTOR* to help us align closer to our mission and values.

LGBTQ+, BIPOC and bilingual folx are encouraged to apply!

- CLINICAL DIRECTOR -

The **Clinical Director (CD)** position is a full time, overtime exempt salaried position, requiring 40-hours a week position and is an essential member of the Core Organizing Team. The CD is responsible for helping support and ensure the continued development and implementation of the Radical Healing Collaborative's vision, mission and strategy and is the primary lead for clinical services, clinical training and outreach and consultation at the collaborative. The CD reports directly to the Founding Team. This is an in-office position with opportunities for remote work. The ideal candidate is a true team player with a clear orientation to their values and someone who can take feedback and direction well while also being an independent, self-motivated, visionary leader.

The Clinical Director is an essential member of the Radical Healing Collaborative Organizing Team and reports directly to the Founding Team (Dr. Della V. Mosley and David Young Oh). The CD is the primary lead for clinical services and training within RHC. This position is administratively responsible for oversight of RHC's clinical services including individual, group and couples' counseling, and crisis intervention and related administrative and office teams. This position ensures compliance with Social Work, Counseling, Psychology, Nursing, Medical Boards; monitors multidisciplinary consultation and group supervision teams; creatively develops cutting-edge service delivery options; supports CEU and monthly trainings at RHC and the larger community; and supervises client assignment and referral and all office management teams. All clinicians and administrative teams will report directly to the CD. CD monitors clinician adherence to established policies and procedures and provides or facilitates training based on staff needs. CD supports the organizing team and oversees all communication within RHC and community wide. CD acquires and manages feedback regarding staff performance and completes timely quarterly and annual evaluations for all clinical and administrative staff. CD is actively involved in crisis management services and hospitalization of clients and supports the daily operations of RHC to align with the mission and values of the collaborative.

Duties and responsibilities may vary depending on the specific needs of the organization, but they may include the following with the approximate % of time to be spent on each duty or section of duties:

- **Clinical Leadership, Personnel Management & Policy Development:** Works with the Organizing Team to conceptualize the scope and design of optimal service delivery and directs the operational needs of Clinical Services. Provides leadership for staffing clinical services and the provision of supervision to direct reports. In partnership with the Director of Clinical Training and Internships, the CD plays a key role in the optimization of access to services as well as monitoring the quality of services and alignment with our overall mission and values and supports the integration of trainees and training curricula into the spectrum of clinical services. Participates in the Organizing Team in the overall management and administration of RHC. Takes a lead role in Clinical Personnel Management and Policy Development and maintains appropriate policies on clinical services. As a member of the Organizing Team, CD participates in general policy development. 45%
- **Client/Patient Direct and Support Services:** Provides overview and provision of primary (mental health outreach) to all patients/clients under our care. Overview of the entire referral integration process and office management from initial client contact and referral request to client/patient discharge. Provide and support consultation and group supervision within the legal boundaries of release-of-information. Ensure clinicians are developing compliant treatment plans based on an investigation of empirically supported treatment options, making appropriate referrals, and accurately document treatment provided. Provide clinical supervision and consultation as needed to eligible clinicians within your board purview. Develop a system of review for all clinician training and service delivery. 35%
- **Administrative Tasks and Meetings:** Be an active, respectful, direct, engaged and kind member of the RHC team and working groups and lead all staff meetings. Meets weekly or biweekly with the Organizing Team and weekly with the Office Management Team and all other relevant teams as needed. The CD rotates between weekly group supervision teams. 15%

- Professional Development & Peer Consultation: Attend staff and other assigned clinical meetings/committees. Maintain professional licensure. Support professional training and development of RHC staff. Support clinical focus of RHC. Other duties as required. 5%
- The above statements describe the general nature and level of work being performed by individuals assigned to this classification. This is not intended to be an exhaustive list of all responsibilities and duties required of the CD.

Compensation and Benefits: Salary expectations starting \$100,000-\$125,000+ based on experience with opportunities of additional bonus pay, with 100% contribution towards a Platinum or less BCBS Health Insurance Plan, 75% contribution towards dependent health insurance plans, vision, dental, 6 weeks of paid time off (includes holidays, sick time, vacation).

Education and Employment Requirements: Licensed to practice and supervise in NC: LCMHC, PhD and/or LCSW. Doctorate or professional advanced degree preferred with at least 10 years of clinical and management experience with prior experience in a private practice, outpatient mental health setting both as a clinician and in a supervisory or management role. Candidates must have knowledge of the roles and duties of our administrative and clinical positions and functions and knowledge of our client experience goals and how to achieve client satisfaction. Successful candidates must be punctual in reporting to work, organized and detail oriented, a team player with strong written and verbal communication skills and strong interpersonal skills. Candidates must be able to demonstrate how they dismantle white supremacy and anti-Black racism, advocate for sexual and gender diversity and understands abolitionist, liberation-focused healing work. Strong applicants will have a clear, demonstrated history and experience working for people with marginalized and minoritized identities.

This position is not right for you if you're:

- Someone just looking for a job to clock in and out of.
- Someone who doesn't feel passion and deep commitment for our mission, vision and values.
- Someone who's not a team player or prefers not to work collaboratively.
- Someone who wants to own their own business in the near future. If that's you, awesome! But we're not the place for you. We dedicate a lot of time to our teams, and provide the flexibility, autonomy and space to allow each member of our team to get creative in their role. The ideal person is invested in time and energy in the Collaborative.
- Someone who doesn't like to hop in and help others get their work done or to support the growth and development of employees with compassion and empathy - we highly value teamwork and the growth mindset.
- Someone who has difficulty leading teams and having candid conversations and holding boundaries.
- Someone who has difficulty making decisions that grow the company.

This position perfect for you if you're:

- Aligned with the Radical Healing Collaborative's mission, vision, and values.
- Energized by helping others in a team and contributing to the growth of the Collaborative
- Social justice oriented and practice anti-racism work in and out of the workplace.
- Creative, engaged in doing good work, and excited by furthering our mission to making wellness an accessible community practice.
- Able to take direct and constructive feedback with compassion and empathy.
- Able to make tough decisions, have difficult conversations, and lead a team of people in a radically candid way.
- Energized by leading, making executive decisions, and making real impact.