

## **Residential Clinical Supervisor**– California, KY

Holly Hill Child & Family Solutions is a private, non-profit, community-based organization with the mission to strengthen the lives of children through its programs and services focused on the child. If you're passionate about changing lives on a daily basis, you'll want to join our team!! We value our team members, their contributions and their passion for excellence. We are looking for team members who are passionate about our mission & core values, and those who are committed to performing the organization's work at the highest standard.

We offer a culture of learning and many opportunities for professional development and growth plus a competitive salary and benefit package.

### **Essential Duties**

*(not inclusive)*

The ideal candidate would be responsible for the day to day oversight and development of clinical services in the Residential Program. Will provide clinical and administrative supervision to Residential Therapists and Case Managers and will carry a therapy caseload as needed.

- Actively adhere to the six core principles of trauma informed care and promotes a trauma informed culture.
- Provides leadership to the clinical team in assuring that each child's treatment needs are met with the highest quality of services possible.
- Creates, monitors and ensures compliance with quality improvement measures.
- Provides clinical supervision to all members of the treatment team regarding treatment directions, decisions and any therapeutic services provided.
- Performs clinical interviews, assessments, groups, family and individual therapy on an as needed basis. Carries a caseload of up to 5 clients as needed.
- Reviews all treatment plans and ensures that treatment plans are being developed and carried out in a timely manner.
- Participates in the process of referral management and admission decisions.
- Coordinates and oversees all intakes for residential treatment.
- Coordinates children's needs for psychiatric treatment and medication with consulting psychiatrist and treatment team.
- Ensures compliance regarding documentation and treatment planning.
- Oversees aftercare services ensuring compliance with QRTP requirements.
- Ensures that the essential job functions of all reports are completed and maintained at a satisfactory level of performance. Participates in rotation for 24 hour clinical on call coverage.
- Coordinates with Human Resources to recruit, hire and orient new employees.
- Represents the agency in conferences, meetings and committees to improve and enhance the functioning of the agency.
- Conducts presentations and tours of the agency.
- Liaison with DCBS, schools and other agencies in order to advocate for the needs of the children. Maintains positive relationships with contract agencies, other social service agencies and professionals.
- Participates in Holly Hill's Performance Quality Improvement (PQI) activities as assigned.
- Ensures that responsible financial decisions are made within the respective departments.
- Participates in training and professional development in order to maintain professional licensure, enhance skills and knowledge base and comply with training regulations.
- Responds respectfully and effectively to people of all cultures, classes, race, ethnic backgrounds, and religions in a manner that recognizes, affirms, and values the worth of individuals, families, and communities and protects and preserves the dignity of each.

- Adheres to ethical standards of professionalism including maintaining confidentiality of each child and their family, in compliance with HIPAA regulations and agency policies.
- Seeks to fulfill Holly Hill's mission by providing quality services to children served.
- Complies with all agencies policies & procedures
- Must have a valid driver's license and auto insurance.
- Attendance is crucial to position.
- Performs other related duties as assigned.

**Knowledge/Skills/Abilities:**

- Requires excellent written and oral communication skills.
- Must be able to independently manage time and be flexible.
- Provide treatment services while maintaining clear, professional boundaries.
- Therapeutic and crisis intervention skills needed.
- Knowledge of mental health diagnosis (DSM 5) and ability to utilize effectively a range of therapeutic techniques.
- Must be able to function in a leadership capacity while working as part of a team.
- Ability to liaison with other professionals is essential.
- Computer skills are required. Requires leadership skills.
- Ability to maintain accurate records, including financial and statistical records.

**People Management/Department Management/Business Unit Management:**

- Demonstrates professional conduct and leadership as a representative of the organization.
- Provides oversight, guides, directs, and ensures departmental goals are met.
- Ensures departmental strategies are met to support the organizations strategic plan.
- Builds and maintains a superior departmental support team serving all employees in a manner that is consistent with the organizations Core Values.
- Leads complex organizational change efforts in a positive manner.
- Selects personnel for hire and promotion; takes appropriate actions regarding performance improvements, disciplinary actions, demotion and termination per human resources policies.
- Directs, supports and coaches direct report's professional goals.
- Responds proactively to employee needs and concerns
- Develops "experts" and "expertise" and cross training throughout the department and seeks employee input
- Minimizes staff turnover
- Acknowledges and rewards employees' strengths and accomplishments
- Evaluates assigned staff performance and competency, providing direct feedback
- Assesses learning needs, develops competency plans and provides opportunities for learning

**MINIMUM EDUCATION:** Master's Degree and independent Kentucky licensure in social work, counselling, psychology, or marriage and family therapy, with the ability to supervise. Must meet Medicaid requirement for Behavioral Health Professional ( BHP).

**MINIMUM EXPERIENCE:** Two (2-3) years' experience working with children and/or families. Prior experience providing Medicaid funded services.

**REQUIRED CERTIFICATE/LICENSURE:** LPCC-S OR LCSW WITH SUPERVISORY TRAINING REQUIRED. Must be in good standing with respective KY licensing board and ability to provide supervision toward licensure of employees.

We are an equal opportunity employer. Employment selection and related decisions are made without regard to gender, race, age, disability, religion, national origin, color, gender identity, sexual orientation, veteran status or any other protected class.

**DRUG FREE WORKPLACE**