



Position Title: **Doctoral Clinical Supervisor**

Reports to: Director of Training

Category: Hourly or Exempt

Status: Full or Part Time (minimum 20 hours)

Location: Mountain View Clinic and/or via Telehealth Platforms

This is an ideal position for the person who is passionate about supervising future clinicians in providing community-based mental health services for children, teens, adults, and families. You would work in a collaborative environment as part of an integrative team. Work full time or Part time. Come work with the best at CHAC!

ORGANIZATION SUMMARY:

CHAC (fka Community Health Awareness Council) exists to improve lives and strengthen communities through comprehensive and accessible mental health services in northern Santa Clara County. For 50 years, CHAC has been providing mental health services to residents of Mountain View and surrounding cities. CHAC's School Based Services are provided free of charge to students and their families across 35 schools in the local area, and CHAC's clinic services are based on a sliding-fee scale. No one is refused services because of inability to pay. CHAC's programs are consistently evolving to reflect the needs of our community. We provide client centered care with an integrative theoretical framework, emphasizing intersectionality, family systems, solution oriented, CBT, DBT skills, art based and play therapy approaches.

JOB SUMMARY:

Supervises beginning and advanced Doctoral Practicum/Internship and/or MFT/LPC Trainees/Associates individually and in groups, per agency requirements within the framework of training guidelines of the American Psychological Association (APA) and Board of Behavioral Sciences (BBS). Works collaboratively as part of an integrative team across school-based and outpatient programs. The Clinical Supervisor is experienced in training and evaluating practitioners in providing community-based mental health services for children, teens, adults, and families. The preferred candidate is proficient in supervising all aspects of service delivery from a multidisciplinary team-based approach, monitoring service delivery, and in developing talent. The Clinical Supervisor is responsible for overseeing the development of supervisees'

competencies, including applicable licensing, supervision, billing, and documentation requirements. Clinical Supervisor works collaboratively with CHAC Program Directors to implement and refine policies, procedures, and training needs. A full-time supervisor should expect to supervise 10-12 clinicians, and a part-time supervisor should expect to supervise 5-7 clinicians (depending on FTE) who provide counseling and other mental health services in our school-based and out-patient program.

The School-Based Program provides Social Emotional Learning Groups, Individual and Group Counseling on public school campuses, providing an opportunity for supervisees to develop clinical and consulting competencies within the context of a school system.

The Outpatient Program provides short-term and long-term individual and family psychotherapy, parent guidance, and clinical case management services and aims to help children develop adaptive coping, positive relational skills, and to facilitate their healthy development.

JOB RESPONSIBILITIES:

- Provides face to face individual supervision, 1 hour per week, per intern and trainee.
- Provides group supervision of interns/trainees, 3 hours per week;
- Included in supervision responsibilities: Electronic Health Record review, case presentations, verbal consultations on cases, reviewing video and/or live supervision, assessment, diagnosis, treatment planning, and legal/ethical issues;
- Mentoring clinicians in community engagement projects, supervision of supervision, adapting to public health models of service delivery (i.e., community presentations, social media posts, etc.);
- Monitors, supports, and trains where needed to assist supervisee in meeting CHAC service delivery expectation and caseload requirements, charting, record keeping, and documentation standards, and all other quality assurance standards;
- Aid the supervisee to develop training/professional development goals for the year, and collaboratively monitor progress toward those goals;
- Provide ongoing, regular feedback and evaluation to supervisees on their direct service and professional development;
- Solicit feedback from supervisees regarding supervision and whether needs are being met;
- Reviews and signs forms required by universities and licensing boards;
- Evaluates interns/trainees as required by agency, APA Profession Wide Competencies and their academic institutions;
- Handles crisis calls and Supervisor on Duty shifts, in rotation with other supervisors;
- Provides didactic training as needed;
- Communicate quality of supervisee's work to Program Director(s) in a timely manner. Ensure that supervisee complies with all legal and ethical practices, co-sign supervisee's progress notes, clinical forms, etc.;

- Participate in weekly supervisor consultation meeting and trainings as required;
- Provides mid-year and annual performance evaluations of supervisee;
- Adheres to requirements for supervisors as stipulated by CHAC policies and procedures, Board of Psychology, Board of Behavioral Sciences, and the rules and regulations;
- Identify training needs to the Program Director;
- Performs other duties as assigned.

QUALIFICATIONS:

- CA Licensed Psychologist, with a minimum of 1-3 years' post- licensure experience preferred;
- Demonstrated clinical experience with child protective services, community mental health, and/or community psychology models and program development;
- Experienced in supervising individual psychotherapy, parent support, and family therapy to children, adolescents, and their families;
- Bilingual, BIPOC and gender expansive applicants are strongly encouraged to apply;
- Proficient in supervising mental health services provided to child, youth, adults, and families, particularly for addressing complex psychological trauma, in a team-based context;
- Knowledgeable and flexible in working with trainees or early career practitioners who are learning to work as therapists both in a clinical setting and in the community;
- Competent in working with the psychological issues related to race, ethnicity, SES, and many diversity considerations;
- Able to work effectively in an organizational setting, understands how to utilize the chain of command to resolve problems and bring program development ideas forward, and can proactively collaborate with other supervisors and program directors to ensure the best possible training for supervisees and service delivery for clients;
- Excellent interpersonal, communication and writing skills;
- Strong knowledge of school-based and outpatient community mental health services;
- Professional level knowledge of clinical diagnosis, case formulation, treatment planning, and crisis intervention;
- Clear understanding of Child Abuse Reporting laws and homicidal/suicidal risk assessment protocols;
- Thorough knowledge of the APA and CAMFT/BBS Ethical Principles and related California psychology law;
- Familiarity with electronic clinical documentation standards and clinical recordkeeping guidelines;
- Ability to work with beginning and advanced student clinicians and provide sensitive feedback in supportive ways;
- Ability to establish and maintain effective working relationships with all levels of CHAC employees and external partnerships;
- Ability to work independently within a dynamic team environment with multiple priorities;

- Ability to implement change and process improvements;
- Ability to relate with empathy to issues of clients, supervisees, and colleagues;
- Knowledge of all professional and legal requirements relating to clinical education and training;
- Capacity to integrate supervision to CHAC's overall role in the community;
- Must have excellent attendance and punctuality, collegial and diplomatic behavior at work, and work performance to the satisfaction of management, and essential functions of the position.

PREFERRED:

- Fluency in providing clinical services in Spanish and attuned to the unique experience of Latinx identified clients living in California;
- Experience with beginning and advanced graduate students engaging clinical training in a community mental health setting;
- Knowledge of appropriate literature and training resources to help develop a training curriculum for beginning and advanced students;
- Education: Psy.D. or Ph.D. in counseling or clinical psychology.
- Diverse candidates are encouraged to apply. CHAC is striving to have open conversations around race, gender, power, and privilege, and how these impact community mental health. We aim to diminish the influence of privilege and discrimination in our field and our workplace, whether due to differences concerning age, citizenship, color, disability, marital or parental status, race, religion, gender, or sexual orientation.
- CHAC is an Equal Opportunity Employer and is committed to creating a diverse educational environment in which diversity, equity and inclusion are promoted.

JOB TYPE:

- Full time/Part time; Compensation commensurate with experience;
- Hybrid remote and in-person at CHAC clinic in Mountain View, CA.
- Please send resume via email and dates of availability to: hr@chacmv.org, **with Doctoral Clinical Supervisor** in the subject line.
- CHAC is an Equal Opportunity Employer and will not discriminate against any person based on race, religion, national origin, or gender in violation of Title VII. CHAC prohibits discrimination against employees, applicants for employment based on age, race/color, disability, marital status, national origin, religion, gender identity, sexual orientation, familial status, genetic information, or veteran's status.