



CLINICAL DIRECTOR

Position Description

Position: Clinical Director
Department/Location: Esperanza Support Center
Supervisor: Executive Director
FLSA Status: Exempt
Hours: 40
Salary Range: DOE \$30 - \$33/Hr. + Benefits

POSITION SUMMARY

Provide oversight to direct services and clinical supervision of licensed staff. Work to ensure cohesive trauma-informed programming consistent with current best practices, evidence-based practice and Esperanza Shelter's mission, vision, and values statements. Practice in alignment with federal and state laws as well as grantors' regulations and agreements.

DUTIES/RESPONSIBILITIES

- Embrace and embody the mission, vision, values and strategic goals of Esperanza Shelter.
- Understand all agency services and represent the agency well in all forums.
- Provide programmatic oversight across the agency to ensure quality trauma-informed services.
- Responsible for strengthening and developing program services for program participants. Assist and make recommendations in program design, curriculum development, and implementation of services.
- Work with management team to improve quality assurance systems and staff accountability.
- Assist in program policy and development, implementation, training and ongoing compliance monitoring.
- Inspire the management team by modeling strengths-based supervision.
- Utilize a reflective supervision model for all direct reports.
- Provide individual clinical supervision to licensed staff, as well as masters or doctoral interns.
- Provide direct clinical service as needed or requested.
- Assist in identifying staff training needs and provide training in areas of expertise.
- Model, train and assist with crisis intervention as needed.
- Develop strategic partnerships within the community and attend collaborative meetings e.g. MDT, Santa Fe Safe
- Participate in and/or supervise grants and/or write quarterly reports.
- Abide by confidentiality required by Esperanza Shelter, federal and state law.
- Complete and submit daily/weekly/monthly paperwork in a timely manner.
- Maintain client files, agency files, statistics, forms, and other record keeping as required.
- Participate in on-call rotation for the shelter.
- Other responsibilities as assigned by Executive Director.

CLINICAL DIRECTOR
Position Description (*continued*)

COMPETENCIES

- Knowledgeable of the ways in which working with people who have experienced trauma, domestic violence and sexual assault can impact employees through secondary trauma. Proactively work to build resilience to the effects of secondary trauma/compassion fatigue by seeking supervision when common signs are present.
- As an employee you are expected to engage in reflective supervision and actively examine how this work impacts you and how you impact both residents and co-workers.
- Must work well with persons of varied sexual preference, racial, ethnic, cultural, socioeconomic backgrounds, and with individuals who are differently-abled.
- Clinical skills to work effectively with survivors of relationship violence, child abuse, stalking, sexual abuse and sexual assault.
- Thorough knowledge of a trauma-informed approach to service delivery.
- Excellent crisis management skills.
- Ability to work independently and make sound judgements.
- Ability to work with families in crisis from various cultures and backgrounds.
- Ability to provide professional services at all times to promote a respectful environment for the clients.

MINIMUM QUALIFICATIONS

- Master's or Doctoral degree in either Counseling or Clinical Social Work is required.
- Current LPCC or LCSW license is required.
- Two or more years of experience as a clinical supervisor is required.
- One or more years of experience working in the domestic violence field.
- Three or more years of experience in management.
- Excellent oral and written communication skills.
- Proficient in MS Office Suite and general computer skills.
- Training in Osnum electronic health record database preferred.
- Bilingual (Spanish/English) preferred.
- Must obtain and maintain CPR/First Aid Certification.
- Must pass a CYFD background check fingerprinting.
- Must clear a TB test.
- Must possess a valid NM Driver's License.

Send a resume and cover letter to jobs@esperanzashelter.org

Visit our website www.esperanzashelter.org for more information about our services.

Esperanza offers excellent benefits for employees including competitive pay, health/dental/vision, Planet Fitness gym membership, professional development funds, generous paid PTO/Holiday leave and 401K contributions

Esperanza Shelter is an Equal Opportunity Employer.



Esperanza Shelter (www.esperanzashelter.org) has served Santa Fe County, The Eight Northern Pueblos and three Pueblos south of the City for over forty years. Esperanza opened its doors at a time when the concept of helping a woman leave an abusive situation was unique and contrary to domestic and religious cultural norms. The majority of the survivors that rely on Esperanza's services are still women and children, although some victims of abuse are men. Domestic abuse does not discriminate. Violence and other forms of abuse exist in intimate partner relationships across all socio-economic boundaries and within our LGBTQ community.

Today, Esperanza continues to provide secure shelter as well as prevention education, community outreach, advocacy, counseling, therapy, life skills and group support both in shelter and in nonresidential programs. Our court ordered Path to Peace program is also an important component of services. More than 90% of our participants who use violence either witnessed or experienced abuse as children. Through individual and group counseling, Esperanza helps these participants to stop the behaviors of power, coercion and control.

AGENCY VALUES

Respect – We respect colleagues and participants through words and actions. We handle conflict directly through respectful dialog.

Compassion/Empathy – We approach each other with kindness, compassion, empathy and curiosity even if we do not understand another's actions or words.

Collaboration/Teamwork – We collaborate and think about how our actions may affect the team. When possible, we approach projects as a team and make space for all voices to inform decision-making.

Accessible, Culturally Responsive and Trauma-Informed – We commit to creating environments, policies, program services, staff competency and educational outreach which embody these principles.

Social Justice – We seek to understand the day-to-day impact of unconscious bias, micro-aggression, historical trauma/oppression and how it impacts marginalized groups in our society. We do our best to identify our own biases and privilege while promoting social equity.

Community Connection/Collaboration – We value and support our community partners through collaboration, sharing of resources and supporting their missions.

Transparency – We are committed to open dialog about our policies, benefits, compensation, grant management, fiscal management, service delivery outcomes, lessons learned and strategic road map.

Authenticity/Integrity – We believe authentic relationships provide safe spaces to heal trauma. We believe that both individual and organizational integrity are critical to our continued success.