



Job Title: Clinical Lead

Program: Family Care

Reports to: Clinical supervision will be provided by the Intermountain Clinical Director, or as designated by Intermountain, to ensure adherence to the Intermountain Developmental/Relational model. Administrative day-to-day supervision at Partnership for Children (PFC) will be provided by the PFC Director of Operations.

Effective Date:

Job Summary: Partnership for Children provides an array of creative and clinically competent treatment services for children and families, including perinatal mental health, family-focused substance use treatment, and addressing childhood trauma through a Developmental/Relational model. The Clinical Lead provides general oversight and clinical supervision for the PFC clinical team inclusive of mental health center and residential clinical and case management staff. In support of the Director of Operations, the Clinical Lead will assist with the development of programming, operations of the Family Care Program, and compliance with licensing and accreditation requirements. The Clinical Lead will also maintain an active caseload equivalent to .4 FTE.

Supervisory Responsibilities:

- Clinically supervises Group Home and Family Care Therapists and others as designated.

Duties/Responsibilities:

- Ensures clinical integrity of PFC programs
- Assures services are conducted in an ethical manner and within the scope of licensure and contract requirements
- Assures treatment adheres to PFC's standards and philosophy
- Assures treatment is based upon evidenced-based practices
- Consults regularly with the Chief Clinical Officer of Intermountain
- Develops clinical initiatives for all PFC staff and works with Team to determine agency-wide enhancement
- Provides training to all PFC staff
- Represents PFC in the professional communities within which PFC provides services and builds positive and collegial working relationships with other community agencies, private mental health workers, the State Department of Public Health and Human Services, and Tribal Social Services
- Maintains a part time caseload
- Clinical Supervision and Responsibilities
 - Meets bi-weekly with supervisees, providing clinical supervision and support.
 - Fulfills role of Clinical Supervisor for Licensure Candidates as set forth by the Board of Behavioral Health of Montana
 - Reviews and signs notes for LCSW and LCPC Licensure Candidates
 - Serves as the Clinical Lead for PFC Mental Health Center for licensing and billing services
 - Attends staffing of Family Care Staff on a monthly basis
 - Attends staffing of Group Care Management Teams on a monthly basis
 - Leads semi-monthly Clinical Staffing
 - Provides recommendations for annual professional development plans for clinical staff
 - Assists in problem solving

- Available for consultation and crisis management
- Acts as a consultant to other therapists, inside and outside of the agency, on PFC cases
- Training and Program Enhancement
 - Provides input and support in agency planning
 - Works with the Chief Clinical Officer to assure that clinical policies and procedures are current, relevant and ethical across all PFC programs
 - Provides specific content training to PFC staff and varied audiences outside of the agency.
 - Develops, provides and coordinates staff trainings and opportunities
 - Considers new clinical programs to enhance treatment
 - Stays up-to-date on current research and best practice recommendations pertinent to work with families and children who have experienced significant childhood trauma
- Team Leadership
 - Contributes to clinical staffs' evaluations
 - Assists in designing and facilitating training and teambuilding for annual staff retreat
 - Meets weekly with Director of Operations
 - Assists in program development, planning and implementation
- Quality Assurance
 - Works with Director of Operations to develop quality improvement plan for all PFC programs
 - Develops and refines outcome measurements
 - Helps to evaluate program effectiveness
 - Assists in producing annual QA report to Board, Licensing and Staff
- Admissions and Census
 - Helps to promote PFC's services to ensure healthy census in PFC programs
 - Communicates target populations and services to potential referral sources
 - Establishes and maintains working relationships with referring agency personnel
- Operates within the philosophical and administrative guidelines of the Corporation.
- Understands and contributes to the development of, and follows all applicable Corporate Policy, Licensing Requirements, Contract Requirements, Federal and State Laws and generally accepted professional practices
- Operates in the best interests of the children and families in care
- Works respectfully and considerately with others
- Exercises sound judgment and uses relevant information in making program and case decisions
- Respectfully supports all staff of the PFC

Required Skills/Abilities:

- Strong clinical, supervisory and leadership skills
- Ability to successfully mentor and train new therapist
- Develop a clinical program improvement plan, inculcate into the culture, and evaluate its effectiveness
- Possesses cultural awareness and a working knowledge of best practices when working with culturally and economically diverse populations in the communities within which PFC works
- Possesses solid moral character
- Excellent verbal and written communication skills
- Excellent interpersonal skills
- Excellent organizational skills and attention to detail
- Excellent time management skills with a proven ability to meet deadlines
- Strong analytical and problem-solving skills
- Ability to prioritize tasks and to delegate them when appropriate

- Ability to function well in a high-paced and at times stressful environment
- Proficient with Microsoft Office Suite or related software

Education and Experience:

- Currently licensed in the State of Montana as an LCSW, LCPC or Licensed Clinical Psychologist
- At least five years' experience as a therapist in the treatment of children and families, and experience working with families and children who have experienced significant trauma and loss
- Experience providing trainings to professional and lay audiences

Employee Classification, Compensation and Benefits:

- This position is a Full-time, Exempt position.
- Compensation is based on range established in the Partnership for Children's Salary Schedule.
- Partnership for Children provides a generous benefit package inclusive of employer funded:
 - Annual Leave, Exceptional Leave, Educational Leave.
 - Long-term Disability and Life insurance.
- Employer contributions to:
 - Health Insurance.
 - Health Savings Account
 - 401(k)
- Available access for employee funded:
 - Dependent care flex account.
 - Dental insurance coverage.
 - Vision insurance coverage

Employee Signature:

Date: