

**Title:** Clinical Supervisor

**Work Unit:** Clinical Team

**Reports to:** Clinical Manager

**Supervisory Responsibility:** Oversees clinical care of assigned supervisees.

**Purpose:**

Responsible for providing direct services to clients of the agency including, assessment, treatment planning, and care coordination. Additionally, the Clinical Supervisor provides supervision and direction to clinical staff that are not independently licensed and/or are seeking licensure as part of a training program.

**Summary of essential job functions:**

*Essential functions, as defined under the Americans with Disabilities Act, may include any of the following tasks, knowledge, skills, and other characteristics. The list that follows is not intended as a comprehensive list; it is intended to provide a representative summary of the major duties and responsibilities. Employees may be required to perform additional position-specific tasks.*

- Conducts a thorough diagnostic assessment through the use of interviews, observation of clients, gather information from collateral sources, and testing.
- Development and implementation of individualized treatment plans.
- Provides intervention/treatment; conducts individual, family, and group therapeutic services within the scope of practice; provides competent services in accordance with the agency's established standard of care.
- Communicate with families, probation officers, caseworkers, schools, and other interested parties in order to exchange necessary information during the treatment process and documents all client-related contact in compliance with agency standards.
- Maintains a complete and updated clinical record for each assigned client; utilizes the agency's established standard operating procedure to comply with documentation requirements.
- Assure that the quality of clinical services provided by supervisees is maintained through individual and group supervision; documentation of supervisory contacts in compliance with agency/regulatory requirements.
- Assure that performance reviews are completed annually for staff under direct supervision, including establishing specific, individual professional development goals.
- Engages in consultation and applicable educational opportunities to remain current in knowledge in areas of competency.
- Participates in peer review process; conducts regular case compliance reviews of charts.
- Demonstrates the ability to pro-actively plan, work, and proceed with a task with limited instruction. Willingly steps up to take on new responsibilities or to help a co-worker complete a task.
- Works collaboratively with fellow employees and others to achieve identified goals and objectives.
- Communicates effectively, both verbally and in writing. Share information and demonstrate ability to listen openly and empathetically to others.
- Contributes to a positive work environment by treating others with fairness and respect.
- Support the relationship between the agency and the community by demonstrating respectful, courteous, and cooperative behavior when interacting with clients, visitor, and other employees.
- Comply with agency policies and procedures
- Demonstrate functional job knowledge as listed on the job description.
- Exhibits adequate skills as listed on the job description.
- Maintains professionalism in compliance with agency standards.
- Will maintain competency with technology related to job functions.

- Contributes to fulfilling the agency's mission and core values by implementing them into daily practice.

**Minimum qualifications/requirements:**

- Active License in State of Ohio with appropriate supervisory endorsement: LPCC-S, LISW-S, Psychologist.
- Valid Driver's License and Car Insurance.

**Knowledges:**

- Knowledge of principles, theories, and methods of emotional and social development of individuals.
- Knowledge of diagnostic classification of mental disorders.
- Knowledge of principles, theories, and methods of clinical supervision and education.
- Knowledge of principals of legal, ethical, and professional rules of conduct.
- Knowledge of the agency's policies and standard operating procedures.
- Knowledge of the use of electronic equipment and computer hardware and software, including common office applications.
- Knowledge of assessment and interview techniques.
- Knowledge of administration and interpretation of common psychometric measures.
- Knowledge of the principles of Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy and Security Rules and other Federal and State Laws regarding confidentiality and storage of health information.
- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

**Skills:**

- Actively looking for ways to help people.
- Adjusting actions in relation to others' actions.
- Being aware of others' reactions and understanding why they react as they do.
- Bringing others together and trying to reconcile differences.
- Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Effective management of one's own and other's time; assessing and prioritizing tasks, and working within deadlines to complete tasks.
- Giving full attention to what other people are saying, taking time to understand points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Motivating, developing, and directing people as they work, identifying the best people for the job.
- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Understanding written sentences and paragraphs in work related documents. Communicating effectively in writing as appropriate for the needs of the audience. Talking to others to convey information effectively.

**Working Conditions:**

Physical demands:

- Frequent to constant sitting
- Occasional standing and walking
- Occasional driving in accordance with job duties assigned
- Repetitive finger movements for entering data into computer

**Disclaimer**

*The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. In addition, all personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.*

**Last Updated:** 3/14/2019

This job description is not an employment agreement or contract. Management has the exclusive right to alter the scope of work within the framework of this job description at any time without prior notice.

Employee meets essential functions and accepts job responsibilities as outlined in this job description:

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Employee Signature	Print Name	Date
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Supervisor has reviewed with employee the job responsibilities as described in this document and has discussed expected standards of performance.

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Supervisor	Print Name	Date
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