**LICENSED CLINICAL SUPERVISOR**

**THE CENTER FOR RACIAL & HEALTH EQUITY LLC:**

The Center for Racial & Health Equity LLC provides comprehensive behavioral health services for children, adolescents, and families. Our services include individual, couples/family and group counseling, case coordination, and medication management.

**EMPLOYER:** The Center for Racial & Health Equity LLC

**LOCATION(S):** Delaware, Georgia, and Pennsylvania (Remote)

**HOURS:** Variable

**POSITION CATEGORY:** 1099 Contractor

**INTRODUCTION**

The Center for Racial & Health Equity LLC strives to provide innovative culturally sensitive and responsive behavioral health services to increase treatment engagement and improve total health outcomes across all populations globally.

**VALUES**

At the Center for Racial & Health Equity LLC, we value equity, cultural humility, innovation, collaboration, and community.

**COMMITMENT**

We are committed to the hire and retention of a workforce that represents the vastness of diversity globally. We aim to create an inclusive culture at each level of our company to promote representation and increase opportunities for advancement for all persons. We are focused on building a workforce of the most qualified scholars, researchers, and providers that will collaborate with us in expanding access to care globally and developing innovative solutions to address salient global health problems.

We strongly encourage candidates of diverse backgrounds to apply.

**OVERVIEW**

The Licensed Clinical Supervisor/Approved Clinical Supervisor (ACS) will provide evidence-based, culturally tailored, and individualized supervision to interns and residents in training. Supervisors will integrate research and demonstrate knowledge of existing factors that influence application of therapeutic modalities and appropriateness for diverse populations. Using a developmental approach, supervisors will create educational and training content in conjunction with our approved supervision curriculum, to meet individual needs of our interns and residents and state licensure requirements. Supervisors must demonstrate knowledge of appropriate federal and state laws that influence clinical practice, ethical codes, and adhere to best standards of practice in clinical care. Supervisors must be willing to retain a caseload of individuals, couples, or families based on their clinical expertise when appropriate on an as needed basis.

**DUTIES**

* Collaborate with the clinical and administrative team to develop and make revisions to an approved curriculum for supervision that meets the core requirements established by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) and the Council on Social Work Education (CSWE).
* Provide individual, didactic, and group supervision too interns and residents to meet academic and/or state licensure requirements.
* Collaborate with residents and interns to create individualized development plans (IDPs) while under supervision.
* Develop 3-4 tangible goals with residents or interns that align with academic and/or state requirements, area of specialization, expected skills, and measurable outcomes.
* Provide an in-service training specific to a developing area in the field twice per quarter.
* Educate residents and interns on creating treatment plans, safety plans, discharge plans and retaining appropriate clinical documentation.
* Review and approve clinical documentation for residents and interns daily.
* Serve as a mandatory reporter and oversee completion of abuse trainings for residents and interns relevant for the state in which the supervisor is licensed.
* Maintain record of crises and reports of abuse or neglect. This will include follow ups on the outcome of these cases.
* Identify barriers with implementation of services, client retention, and matriculation.
* Remain abreast of changes in state laws that impact service delivery.
* Report concerns with residents and interns to the Director of Clinical Services.
* Participate in program expansion and quality improvement initiatives.
* Foster a culturally inclusive environment.
* Demonstrate professionalism and behavior that aligns with mission, vision, and values.
* Identify and report fraud, abuse, and waste to the Director of Operations and Compliance.
* Maintain an active license and credential to provide supervision as required by state law.
* Meet annual/bi-annual continued education requirements.

**EDUCATION**

Masters in Counseling or Masters in Social Work.

**LICENSURE & CERTIFICATION**

Licensed Professional Counselor (LPC) or Licensed Clinical Social Worker (LCSW).

* **GEORGIA:** supervisors must have and maintain an active license as a professional counselor and certification as an Approved Clinical Supervisor (ACS), Licensed Professional Counselors Association of Georgia (LPCAGA), or Certified Professional Counselor Supervisor credential. Supervisors will maintain no more than six supervisees at a time. Social workers are required to have a minimum of two (2) years supervising MSW students or higher post-licensure. Membership in NASW-GA is preferred but not required.
* **DELAWARE:**supervisors must have and maintain an active license for professional counselors of mental health. Supervisors must have been in practice for at least two years with no disciplinary proceedings, demonstrate proof of at least 3 CEs in clinical supervision, and will maintain no more than 10 supervisees at a time. Social workers are required to have three (3) years supervising MSW students’ post-licensure and have meet additional training as required. Membership in NASW-DE is preferred but not required.
* **PENNSYLVANIA:**supervisors must have and maintain certification as Certified Clinical Supervisor (CCS). Supervisors will maintain no more than 6 supervisees at a time. Social workers are required to have five years within the last 10 years as a clinical supervisor and be licensed to practice in the Commonwealth of Pennsylvania.

**SKILLS**

* Spoken and Written English Proficiency.
* \*Spoken and Written Proficiency in second language such as Spanish, Haitian Creole, French, Russian, Vietnamese, Cantonese, Mandarin, Dutch, Korean, Portuguese, Chinese, or Arabic (Preferred).
* Knowledge of core competencies in counseling or social work.
* Knowledge of federal and state laws that influence standards of care, clinical practice, and supervision.
* Knowledge of therapeutic modalities, interventions, and assessments in counseling.
* Knowledge of crisis response planning and state laws for involuntary commitment.
* Knowledge of de-escalation techniques.
* Ability to establish professional strategic relationships with stakeholders.
* Willingness to participate in expansion and quality assurance measures.
* Ability to seek knowledge, training, and consultation to serve diverse populations and provide supervisees with training necessary to serve diverse populations.
* Critical analysis, problem solving, and care coordination.
* Ability and willingness to work collaboratively to identify and solve identify problems and improve outcomes.
* Ability and willingness to communicate effectively and maintain professionalism.

**COMPENSATION**

Clinical supervisors are hired as 1099 contractors. Compensation for supervision is a flat rate of $50/hour for individual supervision (1-2) individuals and $75/hour for triadic or group supervision. For supervisors that retain a caseload, they will be compensated at $40/hour for individual sessions and $55/hour couples/family therapy.

**BENEFITS**

* Credentialing and contracting.
* Marketing and promotion of services and expertise.
* 401K opt-in option after a year of service.
* Training opportunities.

**OUR COMMITMENT TO YOU**

Our staff and employees are the fabric of our organization. We are committed to using our existing business model to expand our base globally while also becoming the premier national provider for comprehensive behavioral health and primary care services through strategic partnerships. We are committed to your personal and professional develop, desire and right to thrive, and contribute meaningfully in this current climate. Join us on this venture in revolutionizing care.