



Clinical Supervisor

Competition # 1364

The Family Centre has a strong reputation for providing quality services basing our work on research and evidence based practices. We pride ourselves on providing leading edge training and strong, reflective supervision. Our intention is to create a healthy organization that is intelligent in its response to community issues and intentional about our respectful treatment of each other. We have a strong focus on Trauma Informed Care for the communities we support, as well as our staff teams. The Family Centre strives to hire a diverse team of employees, reflecting the diverse communities we support.

Mission:

The Family Centre exists to support families and children to help them flourish and to help people engage with one another in order to promote healthy, safe, and economically viable communities.

Vision:

Healthy families in healthy communities.

The Role:

A Clinical Supervisor is involved in the recruiting, training and supervising of the therapy team. The Clinical Supervisor is a member of Leadership, a team of managers and supervisors from all different service areas of The Family Centre that meets monthly. The Clinical Supervisor reports to the Manager of Therapy and Counselling Services.

Qualifications:

- Minimum Master's degree in social work, psychology, pastoral counseling or related field.
- Certified and registered with a professional association.
- Minimum of five years counseling experience with individuals, couples and families, with demonstrated competence in delivering service.
- Supervisory training and experience is an asset.
- Completion of a Police Information Check and an Intervention Record Check through children's Services, with no outstanding charges (to be renewed every 3 years) and a Suicide Intervention Training.

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Key Responsibilities:

- Recruits, orients and trains new staff and intern therapists in consultation with the Manager of Therapy and Counseling.
- Maintains clinical skills by having a small clinical caseload. In this regard a familiarity with a wide variety of “evidenced based” therapeutic modalities is an asset.
- Ability to respond to clinical/client emergencies and review critical incident reports.
- Provides a one hour per month of formal supervision to all staff and intern therapists. Focus is on clinical consult, caseload review as well as an audit of clinical files with emphasis on Quality Assurance Standards.
- Supervisor keeps a log of the supervisions for each Therapist and interns and the applicable notes from the supervision.
- In collaboration with other Clinical Supervisors plans, coordinates and chairs the monthly staff meetings – Insuring that one hour of case consult occurs at each staff meeting and that the remaining time is spent on relevant agency and program issues, (appropriate meeting minutes to be circulated as appropriate).
- Attends monthly TFC Leadership meeting and assists in the development and adherence to policies and procedures in accordance with accreditation standards.
- Performs yearly Performance evaluations for all therapists.
- Provides agency representation on community interest groups as needed.
- Responds to customer/client concerns – this applies to both TFC clients and with community partnerships (i.e., with principles and community partnerships) – This is done in close consult and partnership with the Manager of Therapy and Counseling.
- Can be involved in reviewing third party requests for information – Mainly done by the Manager of Counseling and Therapy.
- Supports the Manager in the process of program development and evaluation. In this regards the supervisor meets weekly with the Manager for one hour to discuss case load and program needs and meets 2 times per month for supervision with the manager of Therapy and Counseling.
- Builds and maintains a strong and effective work team.
- Actively monitoring and addressing therapists’ and interns’ concerns with the Manager.
- Sharing important agency information in a timely manner with the therapists and interns.
- Discussing interagency concerns with the Manager.
- Mediating any issues between staff therapists and/or interns.



- Encouraging ongoing professional development and self-care strategies for therapists and interns.
- Coordinate and plan with the Manager events such as the Therapist Christmas and summer gatherings.
- Coordinate the annual staff one day retreat.
- Remain aware of Milestone events and accomplishments of the therapists.
- Participate on agency committee's as time allows.

Compensation:

\$75,109 - \$89,457 Annually

Competition deadline is March 20, 2019. Please reference competition # on when applying; please send your Cover Letter and Resume to:

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