Job Title: Director of Clinical Services

Hamm Clinic is seeking a full-time Licensed Mental Health Professional (LICSW, LP, LMFT, LPCC) to join the Leadership Team at our St. Paul Office.

The mental health professional will oversee psychotherapy services in a mission-driven non-profit organization that provides clinical care for adult clients throughout the lifespan. Hamm Clinic is a Rule 29 community mental health center that offers individual, couples, group, and family therapy modalities. Hamm’s mission is to provide integrated and culturally responsive mental health assessment and treatment particularly to those who cannot afford the full cost of care. As a leader in Minnesota for effective mental health care, Hamm conducts high quality research on treatment outcomes, as well as organizes much sought-after clinical training and education for residents, interns, fellows, and mental health providers at large. As part of the Leadership Team, this position reports to the Executive Director.

The ideal candidate will have an orientation to the work that privileges the therapeutic relationship in the healing process and will be versed in integration of anti-oppressive/anti-racist practice, and trauma-responsive practice, in the provision of care, in clinical programs, and in organizations. This includes experience and interest in working with clients with a range of identities including age, developmental and acquired disabilities, religion, spirituality, ethnicity, race, socio-economic status, sexual orientation, relationship structure, indigenous heritage, national origin, immigration status, and gender.

Diversity and Equity Vision Statement: Hamm Clinic places the highest value on the dignity and worth of all people. We are committed to providing accessible, equitable, culturally responsive, and trauma-informed care to all who seek Hamm services.

Primary Responsibilities specific to the position:

1. Clinical Staff Oversight and Supervision
   a. Ensure ethical, equitable and high-quality client care as it relates to best practice, professional ethical standards, and clinic values. Assures the support of clients in crisis in accessing the appropriate level of care.
   b. Recruit, hire, and train new clinical staff with an emphasis on trauma-responsive, culturally-responsive/anti-oppressive practice.
   c. Provide clinical consultation and clinical supervision to staff, as all staff receive biweekly clinical supervision.
   d. Oversee client care of robust training institute, with an average of 10-12 trainees from psychology, social work, and psychiatry annually.
   e. Oversee high-quality, trauma-responsive psychological evaluation and assessment services.
   f. Ensure collaborative communications between the departments as it relates to clinical practice.

2. Sustainability and Growth of Clinical Programs
   a. Assess and with Leadership Team, work to diversify funding streams.
   b. Develop and implement sustainable and appropriate metrics for caseload and productivity.
   c. Assure compliance with Rule 29 expectations.
   d. Assure that clinicians are in compliance with record keeping according to Clinic reporting requirements for both case documentation and billing purposes.
3. Program Development
   a. With Leadership Team, identify gaps in services and develop a plan to meet those gaps consistent with strategic direction of the Clinic.
   b. Engage broadly in the community, offering consultation, training, and building robust collaborations with potential community partners.
   c. Work with the Training Director on the ongoing development of the Training Program consistent with best practice and development needs of trainees.

Required Qualifications/Experience:

Education/Licensure:
- Masters or PhD/PsyD in Social Work, Marriage and Family Therapy, or Psychology
- Licensed or license eligibility as an advanced/independent mental health provider in the state of Minnesota

Knowledge, Skills, Abilities:

Leadership Skills
- Three years proven experience in a director position, or six to ten years of experience in a program supervisor position, in a community mental health organization
- Intersectional lens, cultural humility, and awareness of own areas of privilege.
- Strong interpersonal skills including strong oral, written, and listening communication abilities.
- Knowledge of the organization and operation of a nonprofit community mental health clinic
- Knowledge of healthcare regulations and documentation requirements for third-party payor billing.
- Experience in direct clinical supervision and practice consultation
- Experience and clear understanding of budgeting and financial planning
- Experience in hiring, administrative supervision, and evaluation of staff
- Presentation and training skills.
- Ability to engage effectively as a member of a multi-disciplinary team
- Appreciate and participate in a positive, passionate work culture

Clinical Skills
- Ability to diagnose and treat mental illness and effectively support adults with serious and persistent mental health concerns
- Strong psychotherapy skills to work with a range of presenting concerns.
- Integration of trauma informed, culturally responsive, anti-oppressive practice into clinical work.
- Knowledge of issues and resources for a community mental health population.
- Ability to work within an evolving mental health environment prioritizing a collaborative/team approach.
- Ability to maintain electronic health records, prepare reports and correspondence related to role

Preferred Qualifications/Experience:
- Experience and training in providing cognitive and personality psychological assessment, asylum and crime victim/survivor assessment, and/or therapeutic assessment.
- Bi-lingual in English and Spanish, Somali, or Hmong.
• Experience working within a multi-disciplinary clinical treatment team framework.
• Post graduate training, or passion for psychodynamic theories is a preferred asset.
• Experience and skills in working with substance abuse is a preferred asset.
• Post-degree training in trauma treatment modalities is a preferred asset.

Benefits

Hamm Clinic offers competitive compensation and full benefits including PTO, health and dental insurance, long and short-term disability insurance, continuing education stipend, and a 401k.

Core Requirement

Hamm Clinic is committed to an integrated model of mental health care with a focus on psychotherapy within a multi-disciplinary and collaborative community. Our goal is to do this work in a trauma-informed, anti-oppressive environment in which all identities are welcome and valued and in which employees strive to maintain an intersectional lens in considering their own privilege and how that might impact their work. It is expected that all are dedicated to learning and supporting this model, as appropriate for their specific duties.

Qualified candidates please submit a cover letter and resume to jobapplication@hammclinic.org.