**Job Title:** Director of Clinical Services  
**Reports to:** Executive Director  
**Direct Reports:** Licensed clinical staff

The Director of Clinical Services oversees all psychotherapy services for the organization. As a member of the leadership team provides clinical strategic direction to Hamm Clinic.

**Primary Responsibilities specific to the position:**

1. **Clinical Staff Oversight and Supervision**
   - Ensures 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.
   - Recruits, hires, and trains new clinical staff with an emphasis on trauma-responsive, culturally responsive/anti-oppressive practice.
   - Provides clinical consultation and clinical supervision to staff, as all staff receive biweekly clinical supervision.
   - Oversees client care of a robust training institute, with an average of 10-12 trainees from psychology, social work, and psychiatry annually.
   - Oversees high-quality, trauma-responsive psychological evaluation and assessment services.
   - Ensures collaborative communications between the departments as it relates to clinical practice.

2. **Sustainability and Growth of Clinical Programs**
   - Works in conjunction with the other members of the leadership team to diversify funding streams.
   - Develops and implements sustainable and appropriate metrics for caseload and productivity.
   - Assures compliance with Rule 29 expectations.
   - Assures that clinicians are in compliance with record keeping according to Clinic reporting requirements for both case documentation and billing purposes.

3. **Program Development**
   - Working with the other members of the Leadership Team, identifies gaps in services and develops plans to meet those gaps consistent with strategic direction of the Clinic.
   - Engages broadly in the community, offering consultation, training, and building robust collaborations with potential community partners.
   - Works with the Training Director on the ongoing development of the Training Program consistent with best practice and development needs of trainees.
Essential 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:

- Extensive experience in a program leadership position, in a community mental health or related organization.
- Strong interpersonal skills including strong oral, written, and listening communication abilities.
- Knowledge of the operations 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

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
**Highly Useful 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.
- Experience and skills in working with substance abuse.
- Post-graduate training in trauma treatment modalities.

**Key Considerations about Hamm Clinic for this Position**

**Integrated Model:** Hamm Clinic is committed to an integrated model of mental health care with a focus on psychotherapy within a multi-disciplinary and collaborative community. Hamm Clinic’s 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. Fundamental to our mission, all staff are dedicated to learning and supporting this model, as appropriate for their specific duties.

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

**Rule 29 Clinic:** Hamm Clinic is a Rule 29 community mental health center that offers individual, couples, group, and family therapy modalities. Hamm Clinic’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.

**Research and Training:** As a leader in Minnesota for effective mental health care, Hamm Clinic 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.

Interested candidates should immediately forward their resume to jobapplication@hammclinic.org and our search consultant Walt Flynn, at Walt.flynn@wjflynnandassociates.com, 651-287-2370.