

Lutheran Family Services

Position Description

Position Title: Clinical Supervisor

Paygrade: K

Effective Date: January 2010

Reports to: Director of Behavioral Health

Appointed By: Director of Behavioral Health

Region: Various

Location: Various

FLSA Status: Non-Exempt Exempt

LFS Mission Statement:

Lutheran Family Services expresses God's love for all people by providing quality human care services that build and strengthen individual, family and community life.

LFS Values:

Respect all people, families and communities. The pursuit of excellence is achieved through the education of staff and the celebration of diversity, collaboration and change. Integrity, accountability and teamwork are values that guide our communication and work in a manner that upholds the Agency's reputation and Christian value base.

Job Purpose:

Assess, diagnose and treat individuals suspected of having major mental or emotional disorders and provide clinical supervision for assigned licensed therapist/counselor staff. Provide direct service, back-up and on-call crisis assistance as needed.

Essential Job Duties:

Service Delivery

- Perform the Biopsychosocial Assessment, or the addendum, and the Initial Diagnostic Interview for new clients prior to beginning treatment services.
- Provide annual assessment for current clients.
- Provide therapy to a limited caseload at a level defined in consultation with Regional Director.
- Provide back-up and on-call crisis assistance to clients and staff as needed.

Record Keeping

- Review documentation related to therapy at least quarterly for assigned therapists in an effort to enhance quality of care.
- Maintain client clinical information in compliance with regulatory and accreditation standards.

Personnel

- Provide clinical supervision to therapists/counselors and regularly schedule individual supervision for the purpose of developing treatment strategy, reviewing caseload and increasing skills of each clinician.
- Assist in establishing professional development/education plans with assigned staff and ensure implementation.
- Coordinate practicum student supervision as necessary.

Community and Church Relations

- Serve as a liaison between other service providers in the community and the Agency.

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all responsibilities, duties, knowledge, skills, and abilities required of individuals so classified. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job duties and responsibilities.

- Maintain positive relationships with pastors and congregations appropriate to the services delivered and service area.

Professional Growth and Development

- Develop personal and program related skills through participation in internal and external training opportunities.

Professionalism and Confidentiality

- Model exemplary engagement, professionalism, responsibility and self-determination.

Interpersonal Relationships

- Display a courteous and caring attitude to clients, visitors and staff at all times.
- Work to establish and maintain a team environment.

Job Requirements:

- Licensed Independent Mental Health Practitioner in the State of Nebraska
- Five years of clinical experience
- Eligible to be credentialed by Department of Health and Human Services in the State of Nebraska for provision of Medicaid reimbursed services
- Valid driver's license, proof of insurance and ability to drive for Agency business
- Commitment to a participatory team management style
- Commitment to the mission of Lutheran Family Services

Hiring Manager Signature _____

Date _____

Employee Signature _____

Date _____

Director Human Resources _____

Date _____

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