



HUMANIDAD
Therapy & Education Services
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**Bilingual Licensed Clinical Supervisor (Spanish/English)
LCSW, LMFT, LPCC**

Job Description

Mission Statement:

Humanidad's mission is to strengthen the lives of the Latinx community by increasing access and utilization of community mental health resources. We transcend barriers and reduce stigma by providing culturally proficient therapist training, inclusive community education, and bilingual therapy services.

Core Values:

Compassion – We serve our community with commitment and dedication.

Culture – We respect and honor all cultures.

Integrity – We take great pride in providing high quality services.

Heart-Driven – We do the work because we love the work.

Who We Are:

Humanidad is based in Santa Rosa. We provide psychotherapy and psychoeducation. We are a mental health training program for Associate Clinical Social Workers, Associate Marriage and Family Therapists, and Associate Licensed Professional Clinical Counselors. In addition to psychotherapy services for individuals, couples, families, and group therapy, we offer psychoeducation workshop presentations in the community. Since 2016, Humanidad has been an active partner in the California Reducing Disparities Project sponsored by the California Department of Public Health

We work together in the style of mentorship and much of what we do is collaborative to support the next generation of bilingual and bicultural professionals. If you are interested in being a part of a rich and creative learning environment, have a passion for cultural equity and proficiency, and are happy to work independently as well as part of a team we want to hear from you!

Hours: Regular hours- Full Time/Part Time

Reports to: Clinical Director

Compensation: \$40-45/hour



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Benefits:

- Health insurance
- Dental insurance
- Flexible schedule
- Life insurance
- Vacation time
- CalServers
- Vision insurance
- Sick Time
- Holidays paid
- Employee Assistance Program (EAP)

Language Skills: Bilingual English/Spanish Required

Summary of the position:

The Clinical Supervisor will provide clinical oversight and administrative supervision to therapists and counselors within Humanidad Therapy & Education Services. Supervision duties include but are not limited to maintaining supportive, collaborative working relationships with supervisees, clients, and the leadership team; ensuring that services offered to clients are clinically, legally, and ethically sound; enhancing the professional skills of the clinical staff; and supporting supervisees' adherence to policies and practices that enhance the quality of programmatic and agency functioning. In addition, the candidate may also provide direct assessment, treatment, and necessary collateral services to assigned youth and families as needed.

Essential Functions or Responsibilities:

- Supervise the work of assigned trainees/associates to ensure compliance with agency required policies and procedures
- Review and sign timecard biweekly
- Provide clinical supervision in individual and group format
- Document clinical supervision on a weekly one-to-one form
- Meet with associates on a weekly basis to review schedule and assign new clients
- Keep accurate and up-to-date records, including documentation on all supervisees
- Coordinates with the Clinical Director regarding treatment planning, coverage and support of supervisees, and other supervisory issues
- Provide facilitation in Convivencias (group therapy) and training of the model to associates who are co-facilitating, as needed
- Instruct and support trainees and associates on how to complete all clinical documentation as required
- Make recommendations regarding treatment modality, including a DSM diagnosis (as needed)
- Provide performance evaluation to supervisees
- Provide a Performance Improvement Plan (PIP) as needed
- Report to Clinical Director any patterns of inconsistency with documentation standard



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- Perform other related duties as assigned.
- Attend weekly meetings to collaborate and support the agency policy and procedures as well as to discuss the progress of associates and trainees.
- Keep accurate and up-to-date records, including documentation on all supervisees

QUALIFICATIONS:

EDUCATION and/or EXPERIENCE

- Master's degree in psychology, counseling, social work, or a related field
- Licensed in the state of California for a minimum of two years
- Meet all necessary BBS licensure requirements to supervise interns
- 2+ years of clinical experience, working directly with clients
- Register as a supervisor with the BBS
- Excellent interpersonal communication skills with the ability to actively listen
- Solid relationship-building capabilities
- A positive and compassionate attitude
- Keen attention to detail
- Ability to effectively manage time and prioritize needs
- Willingness to stay updated on new treatments, protocols, and licensure requirements within the field
- Passion for advancing the therapy field
- Ability to work independently or as part of a team

COVID-19 Precaution(s):

- Personal protective equipment is provided
- Personal protective equipment may be required dependent on local government guidelines
- Social distancing guidelines in place
- Sanitizing, disinfecting, or cleaning procedures in place

Physical Demands:

The employee is frequently required to walk; use hands to finger, handle, or feel; and reach forward with hands and arms. The employee is occasionally required to sit and stoop, kneel, or crouch. The employee must frequently lift and/or move up to 25 pounds.

We are an Equal Opportunity Employer that is committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or other legally protected characteristics. The employee is expected to adhere to all company policies while employed.