



Clinical Director

360 Youth Services, a non-profit agency transforming the lives of youth for almost 50 years, is looking to hire a **Clinical Director** to lead the clinical team that delivers services to our youth, residents, families and community.

This **full-time (40 hours/week) executive** exempt position is a member of the agency's Leadership Team and Counseling Department. Our ideal candidate is a licensed LCSW or LCPC with 6+ years of direct clinical experience and supervision that is centered in trauma informed care as well as administration experienced related to budgets, grants and Medicaid.

Clinical Director Duties & Responsibilities:

1. Oversight of all operations of the Counseling department including the department budget, delivery of services, tracking and compliance with grants, billing and quality assurance, HIPAA compliance, staff training and supervision, documentation and hiring.
2. Execute management of state-funded 24-hour crisis intervention for local youth as well as non-crisis discretionary youth, achieving key grant performance benchmarks while striving for client, referrer, and community partner satisfaction reviews (CCBYS program). Ensure program is delivered according to policies from DHS as well as DYSC (DuPage Youth Services Coalition) including providing the required services hours annually.
3. Ensure staff of the Counseling department receive professional development and ongoing supervision regarding trauma as well as topics related to social justice, inequity, oppression and intersectionality.
4. Develop and maintain supportive relationships with all schools, police, and community departments and organizations as well as field requests for community education presentations and collaborations.
5. Continue development of trauma informed agency criteria and training alongside the Housing Director.
6. Oversight of case assignments and monitor case load levels and staff self-care.
7. Oversight of the clinical intern training program, including recruitment, training and supervision.
8. Participate on the agency Leadership Team.
9. Manage day to day tasks at the Counseling and Prevention office space, including acting as liaison between landlord and agency.

10. All other duties as assigned.

Relationships:

1. Report to the Executive Director. Lead, manage and supervise clinicians and clinical interns.

Qualifications & Characteristics:

1. **Education:** Master's Degree from an accredited program focused in counseling, psychology, social work or marriage and family therapy required.
2. **Experience:** Must hold a State License: LCSW or LCPC and have a minimum of 6 years of clinical experience with at least 2 supervising clinical staff.
3. **Competencies:** Strong interpersonal and communication skills, flexible and creative thinking to maximize resources. Understand and follow ethical guidelines, trauma informed, detail-oriented, demonstrate strong problem solving skills, and be friendly and flexible.
4. **Technical:** 360 strives to operate from a trauma-informed, anti-oppressive and intersectional lens. Our expectation is that staff will embody these principles and continue to grow and develop in these areas.
5. **Social Skills:** Must be a positive, engaging, open to feedback, collaborative team player with the ability to work independently and take initiative.
6. **Leadership:** Must demonstrate professionalism, flexibility, and good judgment as well as clinical supervisor skills. Advocates for inclusion and diversity.
7. **Mission-Driven:** Reinforces 360's mission and vision with the organization and the community.
8. **Collaboration:** Engages in team work with both internal staff and outside community members. Initiates the development of relationships with partners and key community leaders, such as school staff, DuPage County probation, and police departments. Inspires others to engage with and support 360.
9. **Personal Growth:** Models adaptability and an awareness of the impact of change. Demonstrates a hunger to maintain and learn skills.

Special Conditions:

1. Position requires evening hours for sessions as well as weekend and holiday on call coverage for the runaway and lockout hotline.
2. Must have access to a vehicle daily, a valid driver's license, good driving record, and proof of auto insurance.
3. Preference given to candidates: with knowledge and experience working with the CCBYS program; delivering mental health services that are billed to Medicaid; knowledge of and commitment to affirming LGBTQ+ youth.

Salary: Commensurate with Education and experience

Organizational Values: Our values unite us as an organization. They are the anchors that steer our behavior, interactions with each other, and provide a guide for decision making.

- **Compassionate:** We wholeheartedly care for and listen to others
- **Empowering:** We nurture potential, build on strengths, and inspire hope for a better future
- **Inclusive:** We accept others completely as they are
- **Affirming:** We encourage and celebrate personal identity
- **Respectful:** We hear people where they are and are willing to work on judgements we may have towards others while treating people with the highest regard
- **Authentic:** We are truthful and transparent in what we say and do

About 360 Youth Services: 360 is a powerful organization joined together by a shared commitment to change lives and inspire hope. By strengthening emotional skills, reducing youth access to and use of alcohol and other drugs, and ending the experience of homelessness, 360 works passionately in our pursuit to help children, teens and young adults experience their full potential.

360 Youth Services is an equal opportunity employer. Applicants of color and those who identify as LGBTQ+ are highly encouraged to apply. Decisions and criteria governing the employment relationship with all employees are made in a nondiscriminatory manner, without regard to race, color, creed, religion, national origin, sex, marital status, pregnancy, disability, sexual orientation, gender identity or expression, veteran status, age, FMLA status, or any other factor determined to be unlawful by federal, state or local statutes.

To apply for this position, please email a cover letter and resume to Dawn Melchiorre, CEO at dmelchiorre@360youthservices.org.

For more information about 360 Youth Services visit our website at: www.360youthservices.org.