



Please submit your resume and a cover letter (optional) to hr@paintedbrain.org with the subject line: Clinical Director Inquiry.

Clinical Director

Job Classification: Full-Time (Non-Exempt)

Supervisor: Co-Executive Director

Hours: Up to 30 hrs./per wk.

Rate: \$40-\$45

Last Revision Date: 5/2024

Organization Background:

The mission of Painted Brain (PB) is to create lasting community-based solutions to mental health challenges and the impact of social injustice through arts, advocacy, and enterprise. Painted Brain is an innovative peer-run mental health art and tech-forward organization that uses a peer model focused on recovery. Painted Brain defines a peer as any person with lived mental health challenges and or trauma, including but not limited to social injustice, interpersonal violence, and/or societal exclusion. Our primary focus over the years has always been using the arts to help people learn to interact socially and effectively while experiencing the impacts of trauma, psychosis, depression, autism, anxiety, and other mental health experiences.

Summary

Under the supervision of the Co-Executive Director, the Clinical Director will oversee the planning, directing, and evaluating all clinical activities within the California Reinvestment Grant “CRG” and other PB programs as needed. CRG is a forensic treatment program intended to provide psychotherapy, case management, peer counseling, peer support groups, therapeutic art groups, and collaborative community-based mental health services to combat mental health and employment barriers for individuals who have been impacted by the criminal justice system and are experiencing mental health challenges. The Clinical Director will also have a significant role in the clinical operations, such as overseeing clinical staff, workflow and integration of services not limited to the CRG program as well as maintaining a small caseload of psychotherapy.

Essential Duties/Responsibilities/Functions

- Oversee all clinical matters of CRG and across Painted Brain.
- Manage operations such as billable activities, staff utilization and other items to ensure they meet program and company needs.
- Manage and coordinate the daily clinical operations at 3 Sustainability Hubs, and PB’s Community Center in-person.
- Conduct clinical assessments and direct case support.
- Maintain a small caseload of psychotherapy.
- Utilize and analyze clinical outcomes to maintain clinical quality and progress across clients.
- Analyze services and cases to determine if clinical teams assignments and ongoing caseload maintenance is appropriate.

- Provide training to program staff on clinical models, clinical systems and programmatic operations.
- Collaborating with the Executive Team to develop agency policies relative to clinical processes and procedures.
- Complete reviews and audits of services and treatment plans.
- Collaborate across departments to ensure policies, procedures and operations are streamlined and support one another.
- Develop and maintain support plans related to job performance of clinical staff to ensure standards and expectations are met as well as developing clinical staff's skill set.
- Analyze PB's clinical growth plans and ensure operations are set up for clinical growth.
- Keep up to date and familiar with required assessments, and clinical documentation requirements.
- Work with other departments to ensure clinical staffing needs are met and proper initial onboarding and ongoing training to the clinical team is provided to maintain high quality clinical services.
- Mentoring and supervising clinical staff and interns as needed. As well as maintaining proper records of supervision and services.
- This position requires traveling to multiple locations as needed.
- May be required to work some evenings and weekends in Los Angeles or in surrounding areas as needed.
- Regular and predictable attendance is required.
- Maintain HIPAA compliance and protect sensitive information.

Other Duties/Responsibilities/Functions:

- Support the management of the clinical departments budget.
- Conduct outreach to get eligible and non eligible Medi-Cal program participants as needed.
- Follow safety standards and protocols.
- Employees may be asked to perform other duties as assigned.
- May Assist other Program Managers/Directors with special events and activities.
- Employees may be asked to perform other duties as assigned.

Supervisory Responsibilities

Potentially perform direct supervision of clinical and Peer staff as well as supporting supervision of MSW and/or OT interns.

Minimum Qualifications

- Master's Degree in Social Work or a related field.
- Has been licensed in the state of California for two (2) years as one of the following; LCSW, LMFT, LPCC, LEP or related licensure.
- Has practiced psychotherapy or has provided psychological counseling at least two (2) years.
- At least two (2) years of experience providing direct supervision to MFT Trainees, AMFTs, Associate Professional Clinical Counselors, or Associate Clinical Social Workers who perform psychotherapy.
- Has completed or is willing to complete required training to supervise individuals who perform psychotherapy and Peers who perform peer support.
- At least one (1) year of experience working as a Clinical Director or a related position.

- Reliable personal transportation is readily available throughout the workday.
- A valid class “C” California Driver’s license
- An auto insurance policy that meets or exceeds the minimum legal standards in California.

Other Knowledge, Skills, and Abilities Required

- Great understanding of developing clinical services and how to manage caseloads of a clinical team.
- Working knowledge of forensic treatment services.
- Strong documentation and writing skills as well as knowledge on how to use and manage EHR documentation systems.
- Have knowledge of the LA human services landscape.
- Thorough understanding of project/program management techniques and methods.
- A peer-centered approach to intervention and strong collaborative skills.
- Excellent Knowledge of performance evaluation techniques and key metrics.
- Good knowledge of data analysis, reporting and budgeting.
- Excellent communication skills.
- Group leadership skills/experience
- Conflict resolution and problem solving skills/experience.
- Ability to work in a flexible work environment.
- Demonstrated ability to work with multi-ethnic populations and populations with mental illness.
- Demonstrate cultural competency and a deep understanding of social determinants of health.
- Ability to use smart devices and navigate digital platforms and data forms for data collection.
- Must be able to use computers with a high skill level and develop and use online training tools.
- Proficient in Microsoft Office and Google Workplace applications.

The requirements above are representative of the knowledge, skills, and/or abilities required for successful performance of the essential duties. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Environmental Conditions (Working Conditions)

The environment for this position is hybrid and involves traveling to PB work sites and within the LA Community up to 50% of the time. Transportation is not to be provided by Painted Brain.

Physical Requirements

The physical demands here are representative of those that must be met by an employee to successfully perform the essential functions of this job. The employee is occasionally required to stand, walk, twist, bend, squat, kneel and lift and carry items weighing 10 pounds or less as well as to frequently sit, use a keyboard, and to do simple grasping. The position requires the ability to regularly hear and talk, and requires manual deviation, repetition, dexterity and to drive up to 180 minutes a day as needed. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The inability to cope with a stressful work environment does not constitute a protected disability.

Mental Requirements

The incumbent in this position must be able to accommodate all of the following: constant distractions, interruptions, uncontrollable changes in priorities/work schedules, processing

information, and handling stress. There may be exposure to inappropriate behavior and/or the language of those being served at times.

Painted Brain is an Equal Opportunity/Affirmative Action Employer

All opportunities at Painted Brain are contingent upon the successful completion of a criminal background check and verification of any applicable degree or license. If the position requires driving, a valid driver's license, a motor vehicle clearance, and proof of auto insurance are required at the time of employment and must be maintained throughout employment.