



# GRATEFUL HEART

## HOLISTIC THERAPY CENTER

## Part-Time Clinical Director, Grateful Heart Holistic Therapy Center

### Organizational Overview

Grateful Heart Holistic Therapy Center is looking for our next Licensed Mental Health clinician (LMFT, LCCS, LCSW), who is holistically trained, experienced with group supervision, and has a background in private practice settings and non-profit management. This position will be filled on a first come first serve basis to start immediately.

Grateful Heart's mission is to provide associate supervision, and clinician training and support in a private practice model and offer California residents quality, holistic mental health services in a variety of styles and modalities. Read about our mission here:

<https://gratefulhearttherapy.org/about-us-2/>

The new Clinical Director will collaborate with the Executive Director (who is not a clinician) in a co-director model that reports, as peers, to the Board of Directors. Meet our staff here:

<https://gratefulhearttherapy.org/staff-and-board/>

Our clinical body is currently made of 85-90 pre-licensed and 10 licensed clinicians located throughout CA. See more about our clinical model here

<https://gratefulhearttherapy.org/earning-opportunities-for-associates-seeking-a-private-practice-model-internship/>

And get to know our therapists here: <https://gratefulhearttherapy.org/therapist-directory/>

The organization is in a time of refinement and evolution and it is important that the new CD has experience with and a passion for problem-solving, collaboration, creativity, organizational development, and bringing DEIB principles to action in the next phase of our development.

### Clinical Director Job Description

The CD will supervise, collaborate with, and delegate duties to a clinical staff of 3-4 part-time

employees, including a  $\frac{3}{4}$  time program manager who works closely to carry out the Clinical Duties of the agency.

### **Preferred Values and Skills:**

- Experience with providing psychotherapy services in a private practice setting, including understanding the business and financial challenges of building a private practice
- Capacity and experience with leading groups and supervision (at least 2 years or more preferred)
- Experience in an exempt and/or non-profit setting
- A life-long learner, committed to critical thinking, problem-solving, and creativity in the face of obstacles
- Understanding of the nuance of mental health law and ethics and how that interacts with the BBS's regulatory oversight
- Ability to collaborate and work in a team environment, including respectful communication, and an ability to tolerate different ideas and systems
- Lived experience or work experience of underserved or marginalized communities is an asset. These communities include but are not limited to: BIPOC, LGBTQIA, unhoused or chronically low-income communities, folks with disabilities and/or working with elder populations
- Commitment to Anti-racist practices and DEIB culture building and the integration of these principles into clinical and organizational practice,
- Commitment to teaching and modeling above-mentioned principles with an understanding of how power dynamics and intersectionality play into organizational culture
- Willing to build inter-agency, intra-agency, and across fields partnerships.
- Commitment to a holistic or integrative focus that celebrates the wholeness and uniqueness of clinicians and clients.
- Experienced in visioning, creating and sustaining organizational culture

### **Hiring and Onboarding**

- Visions, oversees, and evaluates onboarding of new associates, develops the yearly recruitment calendar and makes final acceptance decisions
- Oversees associate employment applications and onboarding transition.
- Oversees onboarding curriculum and orientation meetings
- Plans, enacts, and evaluates internship marketing and recruitment methods to meet Organizational Mission, Vision, Values and in line with DEIB initiatives.

### **Associate Program**

- In collaboration with the Executive Director and staff, visions, develops and manages yearly program goals and calendar.
- Oversees associate program, including up to 90 associates who live throughout CA
- Oversees staff to execute the refinement and management of associate experience, documentation, communications and administrative needs

### **Clinical Compliance**

Vision, develop, evaluate and refine systems for:

- Associate licensing support, and documentation tracking, and

- Supervisor documentation and compliance

### **Clinical supervision**

- Oversee, evaluate, and refine supervision program, which includes in-house supervisors and contracted out-of-house supervisors
- Imagines forward the next wave of our supervision opportunities and programs, in collaboration with staff and board
- Address current supervision needs as needed: in-house supervision could be filled by CD, or could be filled through contracted supervisors
- Vision the training and curriculum development of GH supervisors
- Opportunities for supervision can be increased over time in alignment with new cohorts
- Provide consultation to supervisors on the management of high-risk situations or concerns regarding associates performance
- Oversee and manage grievances and separations
- Oversee and visions, in collaboration with staff and Board, the Bridge program and its yearly program goals.

## **Work Environment**

Grateful Heart's administrative and clinical offices are 100% remote and clinicians are based throughout the state of CA. However, the clinical Director needs to be experienced with Bay Area mental health culture and be able to travel to the Bay Area for emergent needs on the same day as those needs arise. CA and Bay area residence is preferred but not required.

## **Compensation**

Salary \$60,000 24 hours/week  
2 weeks wellness/sick time per year  
2 weeks Paid Time Off (PTO) per year  
\$100 a month in wellness stipend

## **How to apply**

1. Send a cover letter, 2 pages or less (1 page is preferred), addressed to Sarah Salazar-Tipton, which includes:
  - A. Current or past experience with clinical supervision
  - B. Current or past experience working with non-profits and or organizational development
  - C. Lived or work experience with marginalized communities
  - D. Your current clinical model that you are practicing under (private practice, community mental health, non-profit mental health, etc.)

- E. What is drawing you to apply for this position
- F. What skills and assets do you bring to this position that make you a strong candidate

2. Your current resume or CV - 1 page preferred.
3. Put your documents into a single PDF file and send them by email to [gratefulheartjobs@gmail.com](mailto:gratefulheartjobs@gmail.com) addressed to Sarah Salazar-Tipton
4. If you have questions about the position, you can email them with your submission or separately but questions may take up to 2 weeks for turnaround.
5. Once you have emailed your submission, you will immediately get a confirmation email confirming your submission. Turn around time is 2 weeks, please do not follow up before 1 week.

## Hiring Process and timeline

1. The initial application period opens February 1st and runs until an ideal candidate is found. Candidates' cover letter and CV will be scored on a metric based on Job posting and Job description criteria.
2. Candidates who meet our requirements will be contacted after Feb 15th, or 2 weeks after their submission date, to invite them into a preliminary phone call to ask and answer questions. This phone call will last 20-30 minutes.
3. Candidates who make it past the initial phone call, will be invited to a series of panel interviews.
4. Candidates can expect the panel interview process to take between 4-6 weeks until a final candidate is chosen.
5. Applications will be reviewed in the order they are received.
6. Serious candidates who do not meet our requirements will be informed that they have not been chosen for the position within 1 month of our receipt of your application.