



Clinical Director 2025

We are seeking a full-time Clinical Director who is passionate about the mission and values of RECLAIM and who has strong clinical and administrative skills to lead the organization's clinical programming. We're building a community of emerging and experienced practitioners who apply 3rd Wave CBT principles and other modalities to their practice. RECLAIM strives to recruit candidates who share the identities of the clients we serve, including those from LGBTQ+ and/or BIPOC communities.

Candidates are encouraged to apply even if they don't meet 100% of the requirements.

Salary Range: \$93,000-\$98,000

Hours/Benefits: 37.5-hour work week, generous PTO, benefits eligible. Hours are purposely below the average 40-hour work week to honor employees' personal time and needs.

Job Type: Hybrid with flexibility

Job Summary:

- Manage all aspects of the organization's clinical program.
- Serve as part of RECLAIM's leadership team.
- Respond to requirements of managed care, payer, grant, and donor sources for quality assurance and customer satisfaction.
- Supervise and manage workflow of interns, fellows, and/or mental health practitioners.

Job Expectations:

Program Management

- Manage and supervise daily operations of the organization's clinical program.
- Develop policies and procedures to ensure quality services for clients and accountability for staff.
- Provide ongoing assessment and evaluation of the clinical program to ensure that client needs, agency standards, and funding requirements are met.
- Maintain standards for documentation and file retention as required by agency policies and funding sources.
- Monitor client data and manage outcomes tracking in electronic health records.
- Use outcome data to assess staff and clinical program performance.
- Monitor client trends and make informed decisions regarding service provision.
- Partner with administrative staff in fundraising and grant writing including occasional participation in fundraising and community outreach events.
- Produce regular reports with both qualitative and quantitative information to highlight the impact of RECLAIM's work with clients.
- Prioritize the use of best and evidence-based practices including researching current programming trends.

Supervision and Staff Support

- Provide regular individual clinical supervision to all therapists and to interns/fellows, as needed.
- Manage all clinical staff and Intake/Care Coordinator including hiring and evaluating job performance.
- Address concerns relating to coverage, productivity, customer service skills, and workload expectations.
- Provide administrative support, supervision, and consultation to reinforce and broaden staff skill levels.
- Foster an inclusive and affirming culture for members of the clinical team.
- Support therapists/interns in responding to crisis situations with clients.

Planning and Coordination

- Serve as a member of RECLAIM's leadership team.
- Facilitate regular clinical team meetings.
- Collaborate with senior therapists to coordinate services for clients.
- Maintain a positive working relationship with outside organizations.

- Coordinate meetings with other mental health provider programs.
- Meet regularly with the Executive Director and serve as a liaison to the Board of Directors' Program Committee.
- Coordinate and provide community presentations and trainings.

Client Services

- Provide individual, family, relational, and group therapy according to individualized treatment plans and in accordance with professional standards.
- Make treatment and social service referrals to appropriate agencies that support client goals.
- Create, maintain, and submit accurate records and documents in a timely manner.
- Maintain current knowledge of assessment and treatment techniques, criminal justice systems, and community resources using in-service training, seminars, workshops, and publications.

Minimum Qualifications to Fulfill Job Responsibilities

- Fully licensed and credentialed: Valid LICSW, LMFT, LPC or LP license in the state of Minnesota
- Approved supervisor with BBHT and/or other licensing bodies.
- At least five years of administrative and clinical supervisory experience.
- At least five years practicing with an independent license.
- At least five years of clinical experience providing trauma-informed care, including knowledge of trauma-based therapies and competency in at least one trauma-based therapy model.
- Experience and knowledge of direct behavioral health outpatient clinic-based services, including assessment, treatment, and consultation.
- Knowledge of, and ability to, apply counseling and diagnostic theories and techniques to a full range of diverse client populations.
- Competency with LGBTQ+ and BIPOC folx, adolescent/emerging adult experiences, ASD, high needs/crisis clients, co-occurring disorders, and 3rd Wave CBT principles and/or other therapeutic modalities.
- Program development, evaluation, and performance management experience.
- Belief in a strengths-based approach to human services.
- Passion for mission, vision, and values of RECLAIM.
- Ability to build strong teams to meet organizational goals.
- Excellent oral and written communication skills.
- Proficiency in Microsoft Office, Google Suite, and electronic health records.
- Intimate knowledge of how to support people around experiences of sexual orientation and gender identity as it intersects with other aspects of identity.
- A clear commitment to actively work for social and racial justice.
- Understanding of insurance billing and related processes integral to insurance reimbursement.

Level to which this Job reports: Executive Director

To apply: send a resume, cover letter, statement highlighting your commitment to social justice, and three professional references to RECLAIM's Executive Director, Ryan Fouts, at ryan@reclaim.care.

RECLAIM increases access to mental health care for queer and trans youth so they may reclaim their lives from oppression in all its forms. We specialize in supporting youth and young adults ages 12-25 around sexual orientation and gender identity exploration, in addition to treating other mental health concerns impacting youth and young adults. We provide financially accessible therapy to youth and their families, and we engage in community events and offer training and consultation services to help partners improve their ability to work with queer and trans folx.

RECLAIM is an equal opportunity employer. It is our policy not to discriminate on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, citizenship, pregnancy or maternity, disability, work-related injury, veteran status, political ideology, genetic information, marital status, family status, or any other status protected by applicable federal, state, or local law.