
Job Title: Licensed Clinician-Supervisor
Program/Dept.: Welfare to Work
Classification: Temporary, Full-Time/Exempt
Salary: \$95,500.00-\$98,365.00/Annually
Reports to: Clinical Service Director
Location: 4879 E. Kings Canyon Road, Fresno, CA 93727
Date: August 5, 2022

1. AGENCY

The Fresno Center (TFC) is a non-profit organization that was established in the past 30 years serving the community of Fresno County. TFC offers 20 different support services that include mental health, wellness, and healing, from immigration to education advocacy to clinical behavioral services to holistic wellness services. TFC is the one-stop-shop that promotes cross-cultural understanding and cultural preservation. Eight of our 20+ programs focus on mental health services (Horticultural Therapeutic Community Centers Program, Living Well Center, Welfare-to-Work Employment Mental Health Services, Holistic Cultural and Educational Wellness Center, and Neighborhood Resource Center, California Reducing Disparity Project, Central Valley Regional Center Latino and Southeast Asian Navigator Program, and Kaiser Community Benefits Program). Our motto is to Inspire. Encourage. Cultivate. Our commitment is to equip staff with the best training and practices to develop and maintain client loyalty and be the employer of choice in the Central Valley.

2. THE POSITION

Licensed Clinician will provide individual supervision to assigned unlicensed clinicians and group supervision to assigned unlicensed clinicians, case managers, and/or peer specialists. Licensed Clinician will review assessments, progress notes, along with other relevant documents pertaining to his/her supervisees. Licensed Clinician will provide services to remove barriers to employment for families who are recipients of the California Work Opportunity and Responsibility to Kids (CalWORKs) Welfare-to-Work (WTW) benefits with mild to moderate mental health symptoms. This service ensures that families can receive ongoing, non-employment related mental health (MH) treatment, non-employment MH services, and/or case management services to ensure the client is linked to appropriate services. In turn, families and individuals will receive a meaningful transition from employment-related MH services to non-employment MH services, and/or resulting in clients engaging in their educational goals, employment opportunities, or other approved Welfare-to-Work activities; thus, resulting in clients' transitioning from welfare to work.

Licensed Clinician reports directly to the Clinical Service Director; conducts and/or assists in conducting assessments, individual, group, marital family therapy, counseling sessions, case management, and performs other related work as needed.

3. MAJOR DUTIES AND RESPONSIBILITIES

- 3.1. Supervises caseload of unlicensed clinicians, case managers, and/or peer specialists.
- 3.2. Oversees the work of supervisees including but not limited to assessments, plan of care, progress notes, etc.
- 3.3. conducts weekly individual and group supervisions to review cases of each supervisee and help supervisee grow clinically, professionally, and interpersonally.
- 3.4. Conducts assessments, functional evaluations of consumers, and formulating culturally and/or linguistically appropriate behavioral health wellness and recovery treatment plan for Welfare-to-Work consumers.
- 3.5. Licensed Clinician may have a caseload depending on the need of the program and may conduct assessments, therapy, rehabilitation, and/or case management services as needed for Welfare-to-Work consumers. Licensed Clinician will teach and use a client-centered approach to treat each client.
- 3.6. Completes all required documentation in a reasonable amount of time.
- 3.7. Provides or assists in the provision of culturally and linguistically appropriate behavioral health consultative services to professional personnel of other agencies to help them better serve their consumers and families.
- 3.8. Speaks to community and professional groups to promote behavioral health, wellness and recovery, and anti-stigma practices.
- 3.9. Participates in staff development programs and in staff conferences regarding consumers' wellness and recovery and professional behavioral health approaches.
- 3.10. Conducts crisis and/or risk assessment and response.
- 3.11. Provides basic mental health training to the Department of Social Services.
- 3.12. Attends mandatory regularly scheduled department/agency meetings.



- 3.13. Understanding of and ability to provide culturally appropriate and sensitive services.
- 3.14. Serves on committees, task forces, and special assignments as directed.
- 3.15. Maintains confidentiality accordingly to the law.
- 3.16. Prepares correspondence, records, and reports.
- 3.17. Other relevant job duties.

4. KNOWLEDGE, SKILLS & ABILITIES

- 4.1. Principles, theories, techniques, and practices used in counseling psychology, clinical social work, and/or marriage and family therapy including techniques used for the diagnosis of and behavioral health services for chronically mentally ill and emotionally disturbed consumers in a wellness and recovery evidence-based practices framework;
- 4.2. Principles and practices of behavioral health education, community organizations and allied behavioral health services and resources;
- 4.3. Laws, regulations, and ethical standards governing behavioral health treatment, and medical records;
- 4.4. Behavioral health interviewing techniques and behavioral health treatment methods;
- 4.5. Intensive and long-term case management services in a wellness and recovery evidence-based framework;
- 4.6. Cultural competency theory, practice, and its application.
- 4.7. Identifies and evaluates normal and abnormal behavior tendencies, prioritize, rank, and group these behaviors leading to an appropriatediagnostic label(s) within the consumer’s cultural and linguistic perspective;
- 4.8. Communicates effectively in both oral and written forms to other behavioral health staff, consumers, their family members and other interested community members about wellness and recovery mental health philosophy, terminology, and concepts in an understandable, non-threatening manner;
- 4.9. Establishes and maintains effective work relationships with team members, other behavioral health services staff, clerical staff, and other professions;
- 4.10. Keep current with new developments, trends of thoughts, and literature in the fields of psychology, social work, and/or other mentalhealth services especially evidence-based practices and wellness and recovery models and any other areas that the program determines as a priority.

5. MINIMUM QUALIFICATIONS:

- 5.1. Must have transportation and a valid California Driver’s License
- 5.2. Clean DMV record and valid vehicle insurance
- 5.3. Must pass background check/LiveScan and Drug Test
- 5.4. Commitment to the mission and values of the agency,
- 5.5. Committed to community building and development,

6. COMPENTENCY:

- 6.1 Strong leadership skills
- 6.2 Ability to speak Spanish and/or Hmong preferred.
- 6.3 Provides limited transportation to clients to appropriate supportive services.
- 6.4 Required ability to assist with phone calls for clients.
- 6.5 Required ability to provide translations and interpretation on a periodic basis.
- 6.6 Other translation tasks as required.
- 6.7 Ability to inspire, empower, and cultivate self and others,
- 6.8 Ability to adapt to various environments.
- 6.9 Ability to maintain motivation to achieve goals while dealing with challenges.

7. SUPERVISORY RESPONSIBILITIES:

- 7.1 Manage Unlicensed and Wellness coaches.
- 7.2 Approve schedule and timesheets for supervisees.
- 7.3 Perform annual performance evaluations in addition to other required evaluations for supervisees.

8. PERSONAL QUALITIES:

- 8.1. Accountable
- 8.2. Diligent and organized
- 8.3. Ethical and loyal
- 8.4. Punctual



- 8.5. Flexible
- 8.6. Problem-solver
- 8.7. Creative
- 8.8. Honest

9. WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

10. TYPICAL WORKING CONDITIONS:

The office setting is a normal environment. Occasionally work during early morning, evening, or weekend. May be subject to temperature variances in the office. The noise level in the work environment is usually moderate but may come excessively loud with the increased patient flow during a busy day.

11. TYPICAL PHYSICAL DEMANDS:

Requires sitting, standing, or walking for up to eight hours a day. Some bending, stretching, or reaching may be necessary. Lifting to 40 pounds may be required on occasion. Vision must be correctable to 20/20 and hearing must be in the normal range for telephone contact.

12. POSITION TYPE AND EXPECTED HOURS OF WORK:

This is a full-time position, with typical work hours from 8:00 am to 5:00 pm, Monday to Friday, and weekend as needed.

13. TRAVEL:

This position has minimal travel time as needed

14. REQUIRED EDUCATION AND EXPERIENCE:

- 14.1. Doctoral Degree in Clinical/Counseling Psychology, Master's Degree in Social Work with an emphasis in clinical social work, Master's Degree in Counseling Psychology with emphasis in clinical work, or Master's Degree in Marriage and Family Therapy, or other course of study acceptable to the State of California Board of Behavioral Sciences (BBS) or California Board of Psychology.
- 14.2. Must be licensed as a Psychologist, Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, or Licensed Professional Clinical Counselor in the State of California with license in good standing. Must have a minimum of 2 years practicing and completed all requirements to provide supervision to registered/waiver psychologists and/or associates registered under BBS.

15. BENEFITS:

- 15.1. Medical, vision, and dental coverage.
- 15.2. Life insurance coverage at annual salary.
- 15.3. Sick leave, per personnel policy (7 days per year).
- 15.4. 401k retirement plan, after completion of 90 days of employment; potential 3% match.
- 15.5. Vacation, per personnel policy (12 days per year).
- 15.6. Holidays per personnel policy (currently 12 paid holidays per year)

16. Affirmative action plan/Equal employment opportunity (AAP/EEO)

It is the policy of The Fresno Center to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the company where appropriate.

As part of the company's equal employment opportunity policy, The Fresno Center will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated



veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

CLOSING DATE: TBA - Position is contingent upon funding.

To apply, please submit a cover letter, resume, and three references **via email** to Kellie Charfauros, HR Coordinator at kellie.charfauros@fresnocenter.org, with **Licensed Clinician Supervisor Position** in the subject line, or you can pick up an application at The Fresno Center, 4879 E. Kings Canyon Road, Fresno, CA 93727. The Fresno Center values diversity and is an affirmative action employer. All interested individuals, including women, people of color, people over forty, and persons with disabilities are encouraged to apply.