

Clinic Director

Summary of Position: Blanton-Peale Institute & Counseling Center is seeking a Clinic Director to lead Blanton-Peale's New York State OMH-licensed Outpatient Mental Health Clinic.

Blanton-Peale thrives on diversity and highly encourages applications from people of color and diverse identities. Blanton-Peale offers an equal employment opportunity for all regardless of race, color, citizenship, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, veteran or reservist status, or any other category protected by federal, state, or local law.

The Clinic Director should be a skilled anti-racist practitioner and manager who is adept in creating an environment that values cultural humility and holistic trauma-informed care. While not expected to carry a patient load, the Director will have strong clinical skills and an inspirational and authentic leadership style with a desire to support staff development and develop meaningful supervisory experiences for practitioners. The Director will oversee the team of 70+ part-time therapists as well as a team that manages a wide range of clinic functions including reception, intake, therapist assignment, documentation, and compliance. They will be a strategic partner to the Chief Program Officer to guide the clinic during COVID-19 as well as plan for enhanced post-pandemic operations. The strategy work will focus on areas such as staffing structure, individual and group clinical supervision, training capacity, and integration with Blanton-Peale's training programs.

Key Responsibilities:

Clinic Management

- Oversee the staff team that manages a wide range of clinic functions including reception, intake, therapist assignment, documentation, and compliance.
- Oversee the team of 70+ part-time therapists.
- Develop and implement policies and procedures that ensure exceptional client experience and clinicstaff experience that ensures compliance with regulatory bodies.
- Support and advance a clinic that is increasingly integrated with Blanton-Peale's Training Programs.
- Share duties as clinical consultant for crisis intervention, including issues related to suicidality, homicidal ideation, child abuse/neglect, elder abuse, domestic violence, and hospitalizations.
- Cultivate relationships with partner organizations by attending regular community-based meetings.

Staff Development

- Supervise clinic management staff and nurture their potential within the organization.
- Recruit and hire diverse clinic staff, including therapists and receptionists, who can meet the needs of the diverse populations served by the clinic.
- Ensure high-quality and consistent onboarding of new clinic staff.
- Oversee clinical consultants who provide individual and group supervision, and ensure

- that documentation of supervision sessions is maintained.
- Maintain a close relationship with the Director of Psychiatric services to strengthen supervision of psychiatric staff and consultation with therapists.
 - Share in the coordination of graduate internship programs.

Compliance and Reporting

- Serve as principal liaison to OMH and attend bi-monthly meetings.
- Ensure timely and thorough documentation and client charts.
- Ensure best practices in attending to high-risk cases.
- Coordinate Justice Center and OMH incident reports.
- Oversee utilization review with the support of the Compliance Manager.
- Oversee clinical case disposition with the Assistant Director.
- Coordinate regular reviews with the Billing & Reception department.

Qualifications:

The ideal candidate will be a New York State-licensed mental health professional with:

- Significant clinical and supervisory experience
- Experience integrating trauma-informed and anti-racist therapeutic practices into systems and practices
- The ability to be nimble, resourceful, and responsive to the needs of staff up, down, and across Blanton-Peale
- Experience with detail-oriented project and team management
- Success cultivating relationships with both internal and external stakeholders
- Dedication to a diverse, inclusive, and collegial workplace
- Seminar in Field Training Certification (preferred)
- Post-Graduate Training (preferred)

The salary range for this position is between \$95,000 and \$105,000 and is commensurate with demonstrated experiences and abilities. Given the present COVID-19 pandemic, in the near term this position can be fulfilled primarily from a remote office (with some onboarding happening in person), with the expectation to be on-site at the Manhattan-based clinic regularly post-pandemic.

About Blanton-Peale:

Blanton-Peale Institute & Counseling Center was founded in 1937 as a response to the increasing needs of the Great Depression era. True to its early mission of attending to the holistic needs of individuals in community, our integrative approach of treating the whole person drives our work by emphasizing physical, psychological, social, and spiritual wellness. Situated in one of the most diverse cities in the world, New York City, Blanton-Peale is passionate in serving vulnerable New Yorkers and is committed to treat people of all socioeconomic backgrounds, beliefs, races, ethnicities, sexual orientations, and gender identities. Through our training programs and outpatient mental health clinic, we embody an affordable and accessible approach that can ensure no one is turned away due to the inability to pay.

TO APPLY:

This search is being conducted by Schall & Russo Planning Works, LLC. Interested candidates should email (noting "*Clinic Director, Blanton-Peale*" in the subject line) a thoughtful cover letter and resume, in confidence, to Steven Schall of Schall & Russo Planning Works at sschall@schallrusso.com