

**ANNOUNCING THE POSITION OF
DIRECTOR OF CLINICAL SERVICES
STRONGHOLD COUNSELING SERVICES
SIOUX FALLS, SOUTH DAKOTA**

Position Description:

Stronghold Counseling Services seeks a *Director of Clinical Services*. This position requires a person of Christian faith committed to the integration of psychology and Grace-filled theology. He/she must have an excellent set of therapeutic and supervisory skills in managing a team of twenty clinical and support staff in Sioux Falls, and in two additional regional clinics in Yankton and Spearfish. Stronghold is a grace based and clinically sound practice which has an exemplary reputation as evidenced by being voted "Local Best" among clinical services in the Sioux Empire for over a decade.

Clinical leadership:

Stronghold employs a team approach to case management and supervision. Regular bi-weekly professional staff meetings foster collaborative case management and professional development. The Clinical Director will guide therapists in the development of their own practice while helping the whole organization to develop and grow as well as assist with coordination of support staff, monitor budgetary, financial and business decisions in collaboration with the Chief Financial Officer. The CFO has primary responsibility for managing the front office and support staff.

Required Education and Experience:

All applicants must hold a PhD or PsyD in Psychology as well as hold current licensure as a psychologist in South Dakota or be able to be licensed in South Dakota. Additional requirements or eligibility of: LPCMH, LPC, MSW, AAMFT. Applicants possessing certification as Approved Supervisors of LPCMH, MSW, or AAMFT or Psychology are *preferred*. As Sioux Falls is growing in diversity, experience in cross-cultural activity is beneficial.

Application Materials Required:

All applicants must provide: 1) A letter of application which summarizes their expressed interest in and qualifications for the position. 2) Three confidential letters of recommendation. 3) Documentation of Doctoral degree completion providing the date and name of the accredited conferring institution. 4) Verification of active professional licensure(s) in good standing. 5) A professional resume or vita that documents the most recent five-year period of continued clinical practice.

Fiscal Responsibilities and Functions:

The Clinical Director works collaboratively with the CFO and must have an understanding of the business aspects of a practice and the ability to work within a budget. The Director will help prepare the Annual Report for the Board of Directors and provide recommendations regarding programmatic adjustments or innovations which are responsive to market needs and opportunities.

Professional Standards & Ethical and Legal Practice

The Clinical Director will develop and organize a comprehensive continuing education and supervision plan for staff development that is anchored in changes in legal and ethical professional licensure in South Dakota. The professional standards plan includes regular biweekly staffing and will include individual case management for staff members seeking licensure, as well as supervision for staff

members seeking case management consultation for other reasons. The supervision plan will include other members of the Stronghold Staff who hold supervision credentials.

Collaborative Program Development and Marketing

The Clinical Director will collaboratively develop a working staff group to identify, respond to, and propose marketing opportunities, which fit the programmatic and unique gifts of Stronghold team members. This group and its members will utilize all means of media and marketing to actively market Stronghold Counseling Services.

Responsibility for Direct Service Delivery

The Clinical Director will be expected to provide direct therapy services to clients between 10-15 hours per week at their discretion. Following the Directors first annual evaluation, in collaboration with the Board, the Director may assume responsibility for an additional client load as advised.

Governance and Evaluations

The Clinical Director is hired and evaluated by the Stronghold Executive Board. The annual evaluation takes place during the first quarter of each year. Evaluation components include those described in the job description.

Salary Package

Negotiable and based on experience. Medical and dental insurance, Simple IRA, continuing education allowance.

Application deadline: October 4, 2018

Reply to:

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