

## JOB DESCRIPTION: CLINICAL DIRECTOR



### Overview:

The Collective is a multidisciplinary, outpatient behavioral health company that provides integrated care services to adults and adolescents. The Collective was founded to create a differentiated behavioral healthcare network that redefines the current delivery system through utilization of multidisciplinary level of care for individuals requiring support for Major Depressive Disorder, General Anxiety Disorder, Trauma, and other mood disorders. The company's uniquely integrated and data-driven approach to care is the cornerstone of The Collective's focus on delivering superior outcomes to its clients.

Our three fundamental pillars drive our culture, team, and mission:

- Quality Care
- Client Experience
- Clinician Empowerment

At The Collective, we believe a Client First mentality leads to quality care and we have strong conviction that in order to be Client First, we must be Employee First. Our team is a collection of passionate individuals who care for our clients and each other. Our collaborative and energetic culture is the basis for our success as a company.

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### Position Summary

The Clinical Director embodies the definition of a leader and operates as the CEO of their assigned clinic! The Clinical Director's primary role is to lead clinical operations and support all members of the team within the assigned clinic. This individual will coordinate and lead all care within the assigned clinic including providing supervision and management of the Clinical Team, maintaining and proactively working to manage clear and compliant operating standards and best practices, building and managing the clinic's Clinical Team, and coordinating operational activities with Clinic Administrator to manage day-to-day clinic operations. In addition to clinic responsibilities, this individual will work with Company leadership and other Clinical Directors to continually improve and grow Company operations to bring care to more people.

**Reports to:** VP Clinical Operations

### Essential Duties and Responsibilities:

- Clinic Leadership & Management
  - Full P&L responsibility for the office, including staffing decisions and operating budget oversight
  - Promote Company culture and work to improve client and clinician satisfaction
  - Lead supervision efforts and direct client care plans for Team Member clinicians
  - Lead clinical meetings and team building events to promote culture and collaboration in care
  - Provide leadership to all clinical personnel and monitor adherence to Company policies
  - Responsible for execution of clinic operations and achieving clinic performance expectations as outlined by management
  - Implement education, communication, and advocacy programs for clinicians regarding quality, client safety, and professional development
  - As necessary, maintain client relationships and participation in clinical work

- Establish and hire high quality Clinical Team at assigned clinic
- Clinical Care & Program Management
  - Lead clinic towards established operational metrics established by management
  - Manage evidence-based programs for clients
  - Coordinate clinical programming with group and individual curriculum
  - Work with Clinic Administrator to oversee and manage daily clinic operations
  - Ensure the maintenance of data related to client care and client outcomes
  - As needed, work with management and other Company Clinical Director to continually improve clinical operations and establish best practices

**Job Requirements & Skills:**

- Must be an independently licensed Clinical Care Provider with a focus on behavioral health (e.g., MD, DO, PsyD, PhD, PMHNP, APN, PA, LPC, LCSW)
- Candidates who have been previously been credentialed with commercial insurance plans and currently hold a National Provider Identifier (NPI) are preferred, but credentials are not required
- 3+ years' experience successfully managing clinical care teams and clinical operations
- 3+ years' experience providing clinical direction and supervision
- 2+ years' of management experience
- 3+ years' experience providing treatment to adult, young professional, and/or adolescent clients
- Strong work ethic, humble leader, passionate and enthusiastic personality with a high degree of integrity, and a positive attitude
- Demonstrated leadership ability, team management, and interpersonal skills
- Professionalism in all aspects of their work, especially in all communications internally and externally
- Demonstrated ability to meet and manage to expectations with a strong focus on the details with the ability to see the bigger picture
- Excellent analytical and abstract reasoning skills, plus excellent organization skills
- Working knowledge of evidence-based clinical treatment methods
- Working knowledge of current medical, educational, and psychosocial intervention models
- High adaptability to changing environment based on current scientific evidence and formulation of standard operating procedures within the Company

**Physical Requirements:**

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to lift up to 15 pounds at times