

Tierra Nueva Counseling Center, LLC

3952 San Felipe Road, Santa Fe, NM 87507

Clinical Supervisor

JOB DESCRIPTION

Job Title: Clinical Supervisor

Job Type: Full-Time

Reports To: Clinical Director

Salary: TBD

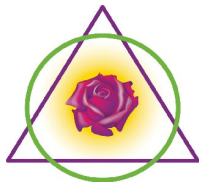
The Clinical Supervisor is responsible for providing leadership, guidance, and oversight to counseling staff delivering behavioral health services. This role ensures that clinical practices meet the highest standards of care and adhere to ethical, legal, and regulatory requirements. The Clinical Supervisor also fosters a supportive, learning-centered environment for developing clinicians, including non-independent licensees, practicum students, and interns.

DUTIES AND RESPONSIBILITIES

- Provide clinical supervision to licensed and pre-licensed counselors, ensuring quality service delivery and clinical development.
- Supervise non-independent licensed clinicians, practicum students, and interns by licensure board requirements and agency policies.
- Maintain a small direct service caseload of 5–10 clients to support client care and model best practices.
- Support staff with crisis intervention, risk assessments, and clinical decision-making.
- Facilitate regular supervision meetings, team meetings, and training sessions to promote skill development and clinical excellence.
- Ensure compliance with all applicable laws, licensing requirements, ethical codes, and accreditation standards.
- Participate in hiring, onboarding, and performance evaluation of clinical staff.
- Collaborate with leadership on clinical programming, quality assurance, and workflow improvements.
- Stay current with evidence-based practices and emerging trends in mental health care.
- Foster a positive team culture grounded in collaboration, respect, diversity, and professional growth.

QUALIFICATIONS

- **Education:** Master's degree in counseling, Social Work, Marriage & Family Therapy, Psychology, or a related field.



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- **Licensure:** Active independent license (e.g., LPC, LCSW, LMFT, LPCC) with supervisor credentials as defined by the state.
RLD Approved Clinical Supervisor through the Counseling and Therapy Practice Board.
- **Experience:**
 - Minimum of 3 years post-licensure clinical experience
 - Previous experience providing clinical supervision required
 - Experience working with diverse populations and clinical settings
- **Skills:**
 - Strong clinical assessment and diagnostic skills
 - Excellent leadership, communication, and organizational abilities
 - Ability to train, mentor, and support clinical growth in others
 - Proficient in electronic health records and clinical documentation standards

PREFERRED QUALIFICATIONS

- Bilingual (English/Spanish or other language)
- Art therapist
- Training in trauma-informed care, motivational interviewing, CBT, DBT, or other evidence-based modalities
- Familiarity with Medicaid and managed care environments