

# 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

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**

#### **Clinical Supervision & Staff Development**

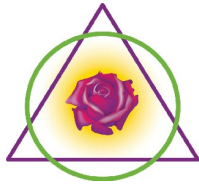
- Provide clinical supervision to licensed and pre-licensed counselors to ensure high-quality service delivery and professional growth.
- Supervise non-independent licensed clinicians, practicum students, and interns in accordance with licensure board requirements and agency policies.
- Facilitate regular individual and group supervision sessions, team meetings, and clinical training to promote skill development and clinical excellence.
- Support staff in crisis intervention, risk assessment, and complex clinical decision-making.

#### **Direct Client Care**

- Maintain a small caseload (5–10 clients) to support client care, stay connected to clinical practice, and model best practices for the team.

#### **Compliance & Quality Assurance**

- Ensure adherence to all applicable laws, licensing requirements, ethical standards, and accreditation guidelines.
- Collaborate with leadership on quality assurance initiatives, clinical programming, and workflow improvements.



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## Team Leadership & Organizational Development

- Participate in the hiring, onboarding, and performance evaluation of clinical staff.
- Foster a positive, collaborative team culture grounded in respect, diversity, and professional development.
- Stay current with evidence-based practices and emerging trends in mental health care to inform clinical strategies and innovation.

## QUALIFICATIONS

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