



Clinical Supervisor (Full-Time)

Position Description:

JPA is a 123-year-old social impact agency whose mission is to improve the social and emotional well-being and functioning of children so they can reach their fullest potential at home, in school, and in our communities. JPA partners with schools and centers across the city with the hope of sharing its trauma-informed, mental-health, developmentally informed lens.

Therapists at JPA currently provide individual and small group school-based therapy and engage educators and caregivers in collaboration and consultation in support and advocacy of their clients. Therapists provide therapy primarily in elementary (PreK-8) Chicago Public Schools and Chicago Charter schools.

Position Summary:

JPA is currently seeking a full-time Clinical Supervisor to provide relationship-oriented, reflective supervision, support and consultative training to its team of school-based clinicians as the organization continues to deepen and enhance its commitment to supporting children and families in the Chicago community.

Key Responsibilities:

- Provides weekly reflective and relational individual supervision to school-based therapy staff members (14+ staff members)
- Facilitates weekly case consultation meetings with school-based therapy team
- Support therapists in ensuring their documentation is in compliance with ethical standards of practice, agency requirements, and Medicaid requirements
- Provides on call support to school-based therapists as needed
- Supports Clinical Director of School Based Services to ensure services meet/are in compliance with funding expectations
- Supports Clinical Director in hiring, development, and evaluation of therapy team to help them provide the highest quality of clinical care
- Supports implementation of JPA's risk management practices regarding clinical work
- Upholds a culture that constitutes a balance of a high degree of professionalism and responsiveness with clinically informed treatment.
- Maintains awareness of climate, cultural and clinical issues at each school and provides on-going support as needed
- Regular collaboration and consultation with Clinical Director of School-Based Services
- Participates in organizational activities such as fundraising, marketing, and community outreach as needed.

Position Requirements

- 5+ years of clinical supervisory experience
- 5-10+ years of experience providing reflective, relationship-based and integrative therapy post Master's
- A Master's degree in Social Work, Counseling, or Marriage and Family Therapy and valid licensure in Illinois as an LCSW, LCPC or LMFT
- 3-5+ years in interdisciplinary settings delivering services to children and families with behavioral, emotional, and/or developmental challenges
- Clinical approach rooted in a trauma-informed, child-development, relationship-based, family-systems, psychodynamically-oriented lens
- Demonstrated commitment and ability to integrating an anti-oppressive and social justice-oriented lens to therapeutic approach, including client assessments and diagnosis
- Maintains the highest level of ethics, morals, standards, respect for others, empathy, and privacy of client information
- Excellent interpersonal skills; the ability to communicate and work effectively with many constituents
- Strong judgment and creative problem-solving skills, including negotiation and conflict resolution skills.
- Demonstrated ability to understand and support others in navigating systemic issues that impact our clients and communities.
- Ability to integrate well with, and contribute to, an evolving organizational climate
- Experience and demonstrated understanding of urban, under-resourced educational environments and the systemic forces that impact them
- Experience navigating complex clinical crisis

Preferred Requirements

- Experience working in a non-profit mental health agency
- Experience working in schools
- IMCans certification and experience with Medicaid documentation requirements
- Experience facilitating group case consultations and clinician case conceptualizations

Core Competencies

- Confidence: Strong sense of self and belief in one's own abilities to provide support, solutions and accomplish tasks while also being able to integrate feedback from others.
- Empathy: Ability to understand the feelings and perspectives of individuals of highly varied backgrounds and experiences.
- Social Justice: Dynamic and evolving understanding of how to best serve, support and ally with communities that have been historically marginalized and underrepresented. Ability to compassionately push staff members to reflect and grow to be stronger advocates of equity, while understanding the tact needed to support incremental change over time within the systems we are engaged in.
- Communication: Strong and compassionate interpersonal skills and the ability to build and sustain relationships with supervisees. Reliability and responsivity in communication.
- Adaptability and Flexibility: Ability to operate effectively and flexibly in changing contexts and operating environments.
- Growth Mindset: Views growth as important for personal and professional development; seeks out opportunities to expand skills, even if change is required. Remains current on developments in community based behavioral health services, education, public health and social justice/advocacy.

- Reflection: Believes reflection has a necessary role in both clinical work with clients and supervisees. Actively engages in self-reflection and can support and guide therapists through reflective supervision.

Bilingual and/or minority candidates are strongly encouraged to apply. JPA strives to hire, develop, and retain talented people who represent the diverse communities we serve. We are committed to creating an inclusive environment where all employees can contribute to their fullest potential.