

## **Clinical Director Job Posting**

**April 1, 2026**

**Clinical Director**

**Catholic Charities, Diocese of Covington**

Full-Time • Exempt

Reports to: Executive Director

Supervises: Clinical Staff, Quality Assurance Coordinator

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### **Position Summary**

The Clinical Director provides strategic leadership, administrative oversight, and clinical supervision for Catholic Charities' counseling programs. This role ensures high-quality, evidence-based, trauma-informed mental health services while supervising licensed clinicians and supporting continuous program improvement. The Clinical Director also provides direct outpatient counseling services.

The ideal candidate is mission-driven, clinically experienced, organized, and comfortable working in a Catholic nonprofit environment that serves individuals and families from all backgrounds.

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### **Key Responsibilities**

#### **1. Leadership & Program Oversight**

- Provide strategic direction and leadership for the mental health counseling programs.
- Lead integration and continuous improvement of Individual, Family, and Outpatient Counseling Services.
- Oversee development of staff training, skill-building, and accountability systems.
- Serve as a core member of the agency Management Team.
- Ensure program compliance with internal quality benchmarks and external accountability requirements.
- Manage outpatient program budgets responsibly.

#### **2. Quality Assurance & Compliance**

- Supervise the Quality Assurance Coordinator/Contract Specialist and oversee the QA program.

- Ensure adherence to evidence-based practices, documentation standards, and audit readiness.
- Monitor treatment outcomes, program performance metrics, and quality indicators.
- Support reaccreditation processes (e.g., COA, United Way, state requirements).
- Ensure compliance with HIPAA, confidentiality laws, and professional ethics.

### **3. Clinical Supervision**

- Provide regular clinical supervision to independently licensed clinicians.
- Review cases, service plans, and terminated case documentation.
- Serve as LCSW Supervisor (if applicable), providing weekly/required supervision hours to Certified Social Workers per state board standards.
- Promote a collaborative, ethical, and supportive clinical team culture.

### **4. Staff Management & Development**

- Oversee clinical staff goal-setting, performance evaluations, and professional growth.
- Assist with recruitment, onboarding, and retention of clinical personnel.
- Identify training needs and lead coordination of professional development initiatives.

### **5. Direct Mental Health Counseling (Approx. 75%)**

- Provide outpatient clinical services including screening, assessment, therapy, referral, and follow-up.
- Maintain appropriate documentation in accordance with agency and regulatory guidelines.
- Demonstrate clinical competence working with diverse populations and presenting concerns.

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### **Qualifications — Required**

- Master's degree in Social Work or related mental health field.
- Licensed Clinical Social Worker (LCSW) or equivalent; LCSW-Supervisor preferred.
- 5+ years of clinical counseling experience.
- Minimum 3–5 years of supervisory or program leadership experience.
- Experience providing services to diverse populations (children, adults, families, couples, individuals with mental illness or substance-use histories).
- Strong clinical assessment, treatment planning, and documentation skills.
- Knowledge of DSM-5 and evidence-based trauma-informed practices.
- Ability to work independently and collaboratively in a team setting.
- High integrity and discretion with confidential information.

## **Qualifications — Preferred**

- Supervisory certification (LCSW-S) by the Kentucky Social Work Board.
  - Experience working in a Catholic or nonprofit service environment.
  - Experience with accreditation standards (COA, Joint Commission, etc.) and outcome reporting systems.
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## **Personal Qualities**

- Mission-driven and client-centered.
  - Strong leadership, boundaries, coaching, and communication skills.
  - Demonstrated cultural humility and commitment to high-quality client service.
  - Collaborative, supportive, and organized.
  - Comfortable representing the agency in faith-based and community settings.
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## **Compensation & Benefits:**

- Three weeks of paid vacation (adjusted upwards for longevity), 17 holidays, 10 sick days, and 2 personal days
- Fully paid single health insurance
- Defined benefit pension plan and 403(b) retirement savings option
- Life insurance, long-term disability, and travel/mileage reimbursement
- Loan forgiveness program
- Tuition assistance for children attending Diocese of Covington Catholic schools

## **To Apply**

Please submit your résumé, cover letter, salary history, and at least three references to:  
**Shannon Braun — [sbraun@covingtoncharities.org](mailto:sbraun@covingtoncharities.org)**

To learn more about Catholic Charities and view additional opportunities, visit:  
**[www.covingtoncharities.org/news-events/job-opportunities](http://www.covingtoncharities.org/news-events/job-opportunities)**

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