



CLINICAL DIRECTOR

About the agency. Women's Center & Shelter of Greater Pittsburgh (WC&S) is a comprehensive domestic violence program annually serving approximately 7,500 individuals impacted by domestic violence & facilitating an intervention program to over 300 people who use abuse. We are advocates, grounded in fostering a community of safety, healing, and empowerment for anyone affected by domestic violence. Our mission is to strengthen our ability to meet the individual and evolving needs of those affected by domestic violence by investing in the growth of our people, deepening community engagement, and amplifying the voices of all survivors. All staff learn about and support the organization's mission, vision, and values of Safety, Uplifting Others, Compassion, Courage, Equity, Survivor-Centered Advocacy, and Stewardship (SUCCESS). In addition, the principles of Sanctuary (a model for providing trauma-informed care) and continuous improvement infuse all aspects of the organization.

About the role. As a Clinical Director, you will lead WC&S' Residential Program and Wellness Team by providing high quality program management, leadership, training, coaching, and clinical supervision to ensure quality, effectiveness, and consistent practice of WC&S values.

This role provides you with the opportunity to showcase your leadership, supervisory, and program management skills, and the ability to contribute to the organization's mission in a variety of ways. The successful candidate will hold professional licensure in the Commonwealth of Pennsylvania, have a minimum of five years of clinical and program development experience, have three or more years of supervisory experience, and possess strong leadership and organizational skills. If you are passionate about working with populations experiencing intimate partner violence, we are eager to hear from you. WC&S will offer you an environment that provides endless opportunities to advance your knowledge, skills, and abilities.

Here's what you will do:

- Lead the Residential Program and Wellness Team by providing quality program management, leadership, training, and coaching to all Residential Leaders around effective leadership and supervisory skills, effective clinical approaches, and living out WC&S Values in their roles
- Provide direct supervision and coaching to the Onsite Services Program Manager, Trauma Therapist, Children's Counselor, Substance Use Recovery Counselor, Residential/Shelter Counselor, and Outreach Advocate
- Develop programming for departments supervised to ensure quality and effectiveness; ensure program compliance with federal, state, local and funding guidelines
- Coordinate and manage the development, delivery, and evaluation of clinical counseling, therapy, crisis and intake services to clients in alignment with service projections and funder requirements
- Provide support and intervention on major issues and critical cases, as needed
- Develop, administer, and oversee – in collaboration with Human Resources, Programs Operations, and Wellness Team – graduate-level counseling interns who will assist with offering supportive services to Residential clients
- Participate in employee lifecycle of department(s) supervised, including hiring, developing, training, participating in the performance management system, and taking appropriate corrective action to address performance and conduct issues



- Meet regularly (ideally once per week for 60 minutes, but no less than twice per month for 30 minutes) with each employee to provide encouragement, effective performance feedback, problem-solving support, professional development, and to ensure tasks are appropriately delegated and completed
- Participate in Strategic Planning and program leadership, recommend and implement innovative ideas and solutions around procedures and program development
- Promote efforts aimed at improving current processes by promotion of a culture that fosters continuous improvement, problem-solving, and innovation through utilization of the Women's Center Business System (WCBS) management and Sanctuary models
- Demonstrate a commitment to diversity, equity, and inclusion (DEI) by actively creating a productive work environment within team supervised, which is free of harassment and bullying, and where all forms of safety are prioritized
- Participate in and collaborate with the WC&S Leadership Team, including attending biweekly Management Update meetings
- This position requires being available Monday through Friday business hours, with evenings and weekends as needed
- Perform other grant-eligible duties as assigned by supervisor

Here's what we are looking for:

- Master's degree in social work, counseling, psychology, or related field required
- Professional licensure required [PA Licensed Clinical Social Worker (LCSW) strongly preferred]
- Minimum of five (5) years of clinical experience, three (3) of which have been in a management capacity
- Five (5) or more years of program development experience required
- Three (3) or more years of supervisory experience required
- Strong leadership and organizational skills, and ability to develop effective teams
- Experience working with victims impacted by trauma preferred
- Effective verbal, written, and interpersonal communication skills
- A demonstration of the understanding of abusive family dynamics, including intimate partner violence, cycle of abuse, power and control dynamics, cultural diversity issues and child abuse and neglect
- Ability to establish healthy boundaries, trust, respect, and rapport with others
- Ability to understand and adhere to strict confidentiality and safety procedures
- Strong command of general technology, including, but not limited to, Microsoft Office Suite is required; familiarity and understanding of information technology, including Salesforce and Teams strongly preferred
- Desire to work in an organization committed to diversity, equity, and inclusion as part of its values
- Act 33/34 and FBI Clearances required

Physical demands. (Note: The physical demands listed below may be representative of those required on the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform essential duties and responsibilities.)

- Ability to stand, walk, bend, and ascend/descend stairs (if elevator not an option)



- Ability to move, carry, and/or lift items/packages up to 25 lbs. at times, including transporting necessary equipment and materials (e.g., laptop, phone, documents, etc.)
- Prolonged periods of sitting at a desk and working on a computer, with breaks as needed
- Ability to use standard office equipment and technology (e.g., computer, keyboard, mouse, printer, etc.)
- Ability to access and physically navigate various departments and organizational facilities, as well as relevant offsite locations (if applicable)

Typical Starting Salary: \$80,000/year

About the benefits. WC&S offers a comprehensive and competitive benefits package, including generous paid time off; health, vision, and dental insurance; short-term and long-term disability coverage; group life insurance; retirement plan with employer matching; Flexible Spending Account; Employee Assistance Program; Headspace meditation and mindfulness app subscription; Access Perks membership; paid training and professional development opportunities; and is a Public Service [Student] Loan Forgiveness (PSLF) eligible employer.

WC&S is an equal opportunity employer and is committed to ensuring that both applicants and employees are treated without discrimination or harassment on the basis of race, color, religion, sex (including pregnancy, gender identity or gender expression, and sexual orientation), national origin, ancestry, place of birth, hairstyle, age, disability, using guide or support animals for a disability, genetic information (including family medical history), familial status, citizenship status, military service, or any other characteristic protected by law. We are committed to providing an inclusive and welcoming environment for all.

TO APPLY:

To ensure consideration for an interview, please send a resume and cover letter via email with the subject line “**Clinical Director**” to careers@wcpittsburgh.org.