



POSITION DESCRIPTION: CLINICAL DIRECTOR

Position: Clinical Director

Purpose: Responsible for maintaining and developing SAC's Clinical Department to meet client and clinical staff needs.

Reports To: Vice President of Programs

Supervises: Clinical Staff

Job Type: Full-Time, salaried position. Salary range of \$70,000 - \$85,000. Some evening and weekend hours are required.

Major Duties Include:

- Ensure SAC assists the highest number of survivors and delivers appropriate, effective services.
- Provide both administrative and clinical supervision to Clinical Department staff to motivate and support their professional growth.
- Create and administer Work Performance Reviews (WPR) for clinical staff.
- Maintain weekly Clinical Team Meetings to discuss progress and address issues.
- Attend weekly Director Team Meetings to stay aligned with overall agency goals.
- Be available after hours to respond to crisis needs of clinical staff and clients, unless on PTO.
- Support outreach and interagency collaboration efforts.
- Assist in developing and implementing plans to efficiently use agency resources and achieve agency goals.
- Oversee internal clinical trainings, manage the professional development budget, and promote trauma-informed best practices.
- Facilitate coordination between Clinical, Training, Outreach, and Advocacy Departments to support the SAC mission.
- Assist in developing and implementing grant proposals and managing the Clinical Department budget.
- Provide direct client services to a limited number of clients.

Required Qualifications:

- Master's degree from an accredited school of Counseling, Psychology, Social Work.
- Active TN Health Related Board clinical license and supervisor qualifications for said license.
- Extensive experience with trauma informed care.

Preferred Qualifications:

- Minimum of 5 years of experience post licensure.
- Extensive experience with the sexual assault survivor population.

SAC reserves the right to waive any of the above qualifications dependent on work experience and other qualifying factors.

Competencies:

- Thorough knowledge of the clinical needs of sexual assault survivors and their non-offending loved ones across the lifespan.
- Proficiency in various Evidence-Based Practices, such as Client-Centered Therapy, EMDR, ARC, and CPT.
- Knowledge of state and local agencies and resources related to sexual assault and crisis intervention is preferred.
- Outstanding oral and written communication abilities.
- Strong ability to work effectively in team settings.
- Understanding of grant reporting processes.
- Experience with program development, implementation, and evaluation.
- Demonstrated ability to model trauma-informed approaches and cultural humility in client care, supervision, team interactions, and organizational wellness.
- Highly organized, detail-oriented, and adaptable.
- Capable of identifying and responding to shifting priorities.
- Utilizes sound judgment to navigate uncertainty and resolve conflicts.
- Proficient in Microsoft Office Suite (Outlook, Word, Excel, PowerPoint) and electronic record-keeping systems.

Benefits:

SAC offers a competitive benefits package that includes:

- Employer-sponsored medical, dental, and vision insurance
- Employer-covered long-term disability insurance and EAP (Employee Assistance Program)
- Discounted supplemental AFLAC benefit options
- 401(k) Plan with up to 3% matching options
- 15 days of Paid Time Off annually, with increased accrual rates each year
- 10 paid Holidays & 2 Floating Holidays annually
- 12 hours of Days of Action annually
- Self-Care Leave with every five years of employment
- Monthly Therapy Stipend

To Apply: Please submit a cover letter and resume to Dr. Kay Morgan, Vice President of Human Resources, at humanresources@sacenter.org.

SAC is an Equal Employment Opportunity employer.