



Clinical Director Job Description

Job Summary:	<p>Plans and directs all aspects of Wellspring's clinical services in an office. This position is responsible for ensuring quality therapeutic care to the clients of an individual office while adhering to the federal and state laws as well as the Ethical Standards of the BACB.</p> <p>This position is responsible for establishing and monitoring treatment protocols for all clients in an office in accordance with Wellspring's policies and procedures.</p>
Qualifications:	<p>Masters or Doctorate in ABA/Psychology/Education related field BCBA or BCBA-D Minimum 2 years in the field of ABA at supervisory level Understanding and utilization of the following treatment models: (1) Applied Behavior Analysis, (2) Evidenced based practices, (3) Strengths-based, and (4) Crisis Prevention/ Intervention Knowledge of Regional Center, Health Insurance, and other funding sources preferred Flexibility with schedule and operations</p>
Credentials:	<p>Maintain board certification Pursue and maintain additional certification and trainings (i.e., CPI, CPR)</p>
Reports to:	<p>Director of Operations</p>
Collaborates with:	<p>Case Administrators Other Clinical Directors Corporate Clinical Director</p>
Oversees:	<p>Clinical Supervisors Senior Behavior Therapists Behavior Therapists</p>
Administrative Duties:	<p>Participate in Daily Situation Meetings with Director of Operations Participate in weekly Clinicians Team Meetings Assists clinical staff in analyzing and resolving case and training issues Resolves clinical issues as independently as possible, seeking out appropriate support from relevant parties where needed Attends and keeps abreast of vendor meetings and requirements Communicate with payers and clients regarding clinical issues Directly bill client specific tasks where appropriate Participates in Pay for Performance model (P4P)</p>
Vision:	<p>Provide clinical support and guidance to clinical personnel in an office</p>

Provides clinical support and guidance to non-clinical personnel in an office

Hiring: Interview Clinical Supervisors and Senior Behavior Therapists where appropriate

Training and Staff Development: Organizes and oversees new hire training for Clinical Supervisors
Organizes and oversees new hire training for Behavior Therapists
Assess training needs to assist clinical department with clinical component of quarterly All Staff Meetings
Assess training needs to plan, develop, and implement on-going staff trainings
Directly evaluates Clinical Supervisors including direct observation, review of clinical products, and surveying others
Organizes and oversees evaluation of Senior Behavior Therapists and Behavior Therapists

Supervision: Provides on-going group supervision to Clinical Supervisors

Provides on-going individual supervision to Clinical Supervisors including at least 1 field-based observation per month (or as case load allows)

Direct Services: May directly assess, and supervise cases as decided with Direct of Operations and Case Administration

May directly conduct group parent training classes as decided with Direct of Operations and Case Administration

Clinical Model & Protocols: Contributes to and maintains standard protocols and procedures of Wellspring
Review cases to evaluate performance and make clinical recommendations
Evaluate effectiveness of services and in collaboration with staff, devises improved techniques of implementation consistent with ethical standards, ABA methodology, and evidence based practices
Complete and/or review FBA/FA and progress reports
Oversee and/or directly provide group parent training