

**VOLUNTEERS OF AMERICA ALASKA  
CLINICAL DIRECTOR OF  
OUTPATIENT SERVICES  
POSITION DESCRIPTION**

**Position Title:** Clinical Director of Outpatient Services

**Reports To:** Vice President of Treatment Services

**Direct Report(s):** Chemical Dependency Counselors, Mental Health Clinicians, Case Manager, Interns as assigned

**Objective**

The Outpatient Clinical Director is responsible for management and development of the Assist outpatient programs. This position demonstrates exceptional program management and development skills, models effective clinical skills, and provides clinical supervision and training to clinical staff. The Outpatient Clinical Director supports the overall program performance and provides leadership to program staff. Coordinates and develops services with community partners, funders and stakeholders. Expectations regarding the quantity of work are outlined in the following categories.

**Essential Functions, Duties & Responsibilities**

***Program and Quality Assurance***

Responsible for the operation of all the outpatient programs with the support of the VP of Treatment Services and Consulting Psychologist. Assists in the development and attainment of the program goals, reviews program performance and implements needed changes. Responsible for working with community agencies and funders regarding outpatient services, assists the VP of Treatment Services with grant writing, and attends community meetings as needed. Responsible for ensuring Medicaid regulations and Division of Behavioral Health (DBH) grant requirements are adhered to, assists the Director of Performance Improvement & Compliance with managing Medicaid and DBH audits and CARF accreditation. Completes quarterly grant reports.

***Clinical***

Responsible for the treatment and welfare of clients enrolled in the outpatient programs. Provides crisis intervention as indicated. Maintains client records and clinical documentation in accordance to agency policies. Monitors the clinical integrity and effectiveness of programs. Reviews all clinical reports, treatment plans, and treatment plan reviews for compliance, accuracy and effectiveness.

***Supervision***

Responsible for the supervision of Chemical Dependency Counselors, CHA counselor, School Based Clinicians, and Case Manager(s). Hires, trains and manages the basic HR functions related to each employee. Assigns clients and assists in work planning. Provides feedback to supervisees both verbally and through written performance evaluations. Identifies areas for continued growth and develops skill development activities and training plans to meet these needs.

### ***Other Duties***

Maintains client confidentiality and safeguards client information as per 42 C.F.R part 2 and HIPAA privacy and security regulations. Performs other duties as assigned.

### **Knowledge, Skills and Abilities**

- Master's Degree in social work, counseling or related field
- A minimum of two years of supervisory experience, preferred
- Ability to make sound decisions based on information available.
- Excellent writing and communication skills
- Ability to work flexible hours (including days, evenings and some weekend hours.) Ability to travel if required (must have own transportation.)

### **Working Conditions**

The work environment characteristics and physical demands described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Works in office areas. Interacts with staff, consultants, and outside vendors. May be subjected to interruptions throughout the workday.
- While performing the duties of this job the employee is frequently required to sit; use hands to finger, handle, or feel; and talk or hear. The employee is occasionally required to lift up to 25 pounds. The vision requirement includes close vision.

### **Acknowledgement**

*Every effort has been made to identify the essential functions of this position. However, this job description in no way states or implies that these are the only duties you may be required to perform. The omission of specific descriptions of duties does not exclude them from the position if the work is similar, related or can be considered essential to this position.*

*I have read and understand this job description and fully understand the requirements set forth herein. I accept the position and agree to abide by the requirements set forth and will perform all duties and responsibilities to the best of my ability. I further understand that my employment is at-will; that my employment may be terminated at-will by Volunteers of*

*America Alaska or myself, with or without notice for any reason not expressly prohibited by law.*

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Printed Name of Employee

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Signature of Employee

Date: \_\_\_\_\_