

Healing Connections Counseling

EMPOWER • TRANSFORM • THRIVE

WE ARE HIRING: CLINICAL DIRECTOR

Location: Portland, OR (Hybrid) | **Structure:** Full-Time, W-2 | **Compensation:** \$110,000 – \$115,000/year

Our philosophy is simple: delivering outstanding clinical care to our community starts with fostering a deeply supported and valued team. We are looking for a Clinical Director who is passionate about mentorship, clinical integrity, and cultivating a warm, human-centered practice culture.

ABOUT THE ROLE

This is a true **50/50 split role** designed to give you the best of both worlds: staying deeply connected to active clinical work with a small, focused caseload, while dedicating half of your week to lifting up our team, focusing on clinical supervision and consultation, and serving as our primary clinical anchor.

You will serve as a key part of our small leadership team, having a meaningful voice in guiding the practice and shaping our culture.

Note: You will NOT be responsible for credentialing, insurance paneling, or billing logistics.

WORK LOCATION & SCHEDULE

- **Primary Structure:** On-site at our Portland office for the majority of the week to ensure robust, real-time support and connection for our team.
- **Hybrid Flexibility:** Accommodates up to one full day or two half-days of remote work per week for administrative or telehealth blocks.

WHO YOU ARE

- **Licensed & Experienced:** Active, unrestricted Oregon license (LCSW, LPC, or LMFT) and meet state board requirements to supervise clinical associates.
- **A Natural Mentor:** Genuinely love teaching, coaching, and watching associate clinicians find their unique therapeutic voice with warmth and curiosity.
- **Grounded in Compliance:** Strong eye for clinical documentation and quality assurance; excel at teaching clinicians to document beautifully and efficiently.
- **Community-Minded:** Value a collaborative, non-bureaucratic workplace where therapists feel seen, supported, and connected.

HOW YOUR WEEK BREAKS DOWN

Clinical Practice (20 Hours)

- **Direct Client Care:** Maintain an intentional caseload of 12 to 15 client contact hours per week to stay active in your craft without burnout.
- **Caseload Management:** 5 hours dedicated completely to documentation, treatment planning, and clinical tracking.

Clinical Leadership & Culture (20 Hours)

- **Licensure Supervision:** Serve as lead supervisor for our associate tier (CSWA, PCA, MFT-A), guiding them toward independent licensure.
- **Chart Auditing:** Oversee chart compliance, sharing notes review/sign-offs to ensure medical necessity and high clinical standards.
- **Onboarding & Training:** Lead clinical documentation onboarding and design periodic in-house trainings.
- **Clinical Resource:** Run peer consultation groups and serve as the go-to for ethical questions and crisis support.

COMPENSATION & BENEFITS

- **Salary:** \$110,000 – \$115,000/year (Full-time, W-2)
- **Retirement:** 401(k) plan options to plan for your future.
- **Overhead Covered:** Full malpractice insurance provided; 100% of state board license renewal fees paid.
- **Professional Development:** Dedicated CEU stipend and allowance for continued clinical leadership development.
- **Health & Wellness:** Comprehensive medical/health insurance options.
- **Time Off:** Generous paid time off (PTO) plus paid holidays.
- **A Protected Split:** Culture that actively protects your 20 leadership hours from administrative creep.

We are deeply committed to diversity, equity, and inclusion within our practice. We warmly encourage applications from LGBTQIA+ individuals, BIPOC individuals, people with disabilities, and clinicians from all historically underrepresented communities.

Interested in joining our team? We would love to hear from you.

Email resume to: admin@hccpdx.com

Visit us at: www.hccpdx.com