

The Up Center is the oldest and largest child and family services agency in Hampton Roads and has been part of our community since 1883. Purposefully evolving over the years to meet the changing needs of our region, we continue the work of our predecessors by responding to the needs of our community's most vulnerable children, families and individuals with a mission of changing trajectories from crisis to wholeness. This mission guides and directs the programs and services that we offer.

As one of the largest non-profit providers of evidenced-based mental health services in our region we provide personal and innovative services to approximately 10,000 children and adults each year. We have a deep understanding how trauma and mental illness impacts people's and families' ability to thrive. We work daily to transform both our services and the system of care in our community and have clearly stated strategic goals to both champion this need and to increase our capacity to provide critical services. We execute in collaboration with other organizations, invest in the professional development of our staff and are committed to using a trauma informed approach to focus on recovery and resilience and to promote equity, diversity and inclusion in all our work.

In 2018 The Up Center and Cohen Veterans Network (CVN) formed a partnership to establish The Steven A. Cohen Military Family Clinic at The Up Center. Opening in the spring of 2019, this location will provide short term mental health services to Veterans and their family members. The Lead Clinician in conjunction with Clinic Director, will contribute to the process of launching this clinic site and developing a best practice culture within.

**Position:** Lead Clinician for The Steven A. Cohen Military Family Clinic at The Up Center  
**Date:** November 28, 2018  
**Revised:** N/A  
**Supervisees:** Licensed Outpatient Clinicians, Residents and/or Interns  
**FLSA Status:** Exempt

The Lead Clinician serves at the Evidence Based Practice Champion and primary clinical leader on an interdisciplinary team. Focused on providing a compassionate, individually tailored and holistic approach to outpatient mental health treatment for veterans and their family members the lead clinician must be creative and enjoy working in an, entrepreneurial-like environment that is mission-focused, community oriented and results-driven.

The Lead Clinician will provide evidence-based treatment to veterans and their families in adherence to CVN clinical model. In addition to direct clinical care, the Lead Clinician is responsible for supporting the delivery of quality clinical services through the provision of supervision, case consultation, and mentoring to other clinicians in cognitive behavioral therapy and other time-limited, manualized interventions. The Lead Clinician will be a full-time employee and report directly to the Clinic Director.

**Responsibilities:**

- Provide a combination of program oversight, clinical staff supervision and targeted hours of direct service provision for the Cohen Clinic.
- Deliver evidence-based treatment to clients. This includes individual, couples and family therapy to adults, adolescents and children.

- Conduct clinical intake assessments and other clinical protocols on veterans and family members as indicated.
- Perform and document patient’s screenings, psychosocial assessments, progress and referral information.
- Coordinate and collaborate with the client caregivers, physicians, case managers and all other disciplines to ensure delivery of a holistic model of care.
- Conduct and/or attend weekly clinical, supervision, and administrative meetings, that address the following:
  - Monitor and facilitate implementation of evidence-based treatment and practices by clinic staff in compliance with established protocol and policy
  - Review staff caseloads; Support the clinical team in meeting targets for service delivery.
  - Provide clinical review and consultation regarding treatment and other client issues.
  - Engage clinical staff informed on program information and performance
- Work with CVN and the Clinic Director to establish training and professional development plans for clinical staff.
- Work as liaison with CVN Central Office Clinical Programs Training team.
- Provide quality assurance and regulatory compliance to client files (paper and electronic).
- Collaborate with and provide on-going program recommendations and evaluations to the Clinic Director for continuous growth and quality.
- Prepare and submit weekly and monthly program reports. Produce ad hoc reports as requested by Clinic Director.
- Provide services via telehealth platform, as required.
- Through exercised leadership and commitment to ongoing education and professional improvement, contribute to CVN and The UpCenter’s culture of peer consultation and collaboration.
- Demonstrate command of HIPAA and CARF and other applicable regulations and codes.
- Participate as indicated with community engagement and collaboration events and activities.
- Contribute to the development of service approaches to respond to identified gaps.

**Qualities:**

- Clinical skills for conducting brief and targeted assessments to provide psychotherapy interventions, health and behavior change, substance use treatment, and triage for appropriate level of care.
- Enthusiasm and passion for evidence-based treatment and targeted, time-limited interventions.
- Ability to establish and maintain effective working relationships.
- Ability to work effectively on multiple tasks and maintain a well-organized work environment.
- Ability to maintain confidentiality.
- Ability to work effectively as part of a team, as well as independently.
- Capacity for flexibility and adaptability in different work situations.
- Ability to work well with diverse populations.
- Skillful in training others and developing staff.
- Strong consultative abilities, conflict-resolution skills, and leadership abilities.
- Developed skill set for collaborating and generating creative problem solving with internal and external professionals and providers.
- Effective written and verbal communication skills with strong presentation skills.
- Evidenced leadership, and conflict-resolution skills.
- Orientation to detail with good organizational abilities

**Qualifications:**

- Master's degree in social work and licensed to practice as a Licensed Clinical Social Worker (LCSW), in Virginia or,
- Master's degree in psychology and licensed to practice as a psychologist.
- Must possess a current license from appropriate Virginia State Board.
- A minimum of three years' experience working in a clinical setting.
- A minimum of three years of supervisory experience.
- Experience across a range of modalities beyond individual adult treatment to include children, couples, and family treatment, preferred knowledge in DSM-IV/DSM-V diagnoses
- Knowledge of evidence-based practice, including manualized treatment modalities and measurement-based care
- Must have experience treating and diagnosing PTSD as well as co-morbid diagnoses (e.g., SUD, depression, anxiety), with evidence-based treatments and providing clinical supervision in these areas.
- Experience working with military populations and/or veterans is strongly preferred.
- Must demonstrate leadership capacity and ability to foster team-building as well as a supportive, flexible environment.
- Must have proficient computer skills and command of Word and Excel,
- Must have a valid driver's license and meet background check requirements.
- Must have and maintain a working cell phone.

*The Up Center is an Equal Opportunity Employer. We are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and employees without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, amnesty, military, veteran status or any other characteristic protected by applicable law.*

If you are interested in applying for this position,  
Please submit your resume and cover letter to:

[jobs@theupcenter.org](mailto:jobs@theupcenter.org)

Subject line: Lead Clinician for The Steven A. Cohen Military Family Clinic at The Up Center