



Mental Health Clinical Supervisor

Type: Full-time

Location: San Francisco, CA

FLSA: Exempt

Reports to: Clinical Director

Pay Range: Annual Pay: \$100,000 - \$115,000

General Summary

Rafiki Coalition's mission is to eliminate health inequities in San Francisco's Black and marginalized communities through education, advocacy, and by providing holistic health and wellness services in a culturally affirming environment.

The Mental Health Supervisor will provide individual clinical supervision to practicum/intern and associate mental health clinicians as well as co-lead group supervision with the Clinical Director. They will also assist the Clinical Director in providing regular clinical trainings to mental health staff and psychoeducational trainings to the community.

Job Title: Mental Health Clinical Supervisor

Program: Rafiki Coalition for Health & Wellness (Mental Health)

Status: Full-time, 1.0 FTE plus Benefits

We seek mission-driven, passionate candidates from backgrounds that represent the clients being served. We are looking for candidates who are licensed with Master's or Doctoral level expertise and a demonstrated commitment to fostering anti-racist practice, racial justice, and behavioral health equity. We focus on creating an environment of inclusion and belonging for our workforce and to create a team that reflects the diversity, including majority Black/African American, of San Franciscans, served in our innovative programming.

Essential Duties Include but are not limited to the following:

- Provides weekly clinical supervision to mental health therapists
- Co-leads and provides occasional coverage for weekly group supervision of clinical staff
- Reviews and edits clinical documentation of clinical staff
- Develops, provides, and assists in regular didactic trainings for clinical staff
- Evaluates performance and makes recommendations for human resources actions to Clinical Director



- Provides direct services including behavioral health assessment, counseling, and case management
- Effectively performs all clinical case documentation within standards and oversees the documentation of staff under supervision
- Provides crisis intervention services, as needed

Minimum Required Qualifications:

- Master's level or Doctoral level degree in Counseling, Social Work or related field, from an accredited university
- Current BBS or Board of Psychology licensure
- Three years of direct service experience in providing behavioral counseling to underserved/unserved adults, children, and families
- One year of supervisory/management responsibilities
- Excellent interpersonal skills; ability to interface professionally with a diverse, multi-cultural, and interdisciplinary staff at all levels
- Ability to work and function independently. Clinical expertise in crisis intervention, skills in working with the mentally ill population and with individuals undergoing acute episodes of psychiatric distress; skill in diagnosis and assessment
- Ability to work as a part of a comprehensive community mental health team and to represent the agency in the community
- Skills in supervising, evaluating and disciplining staff of professionals and paraprofessionals
- Familiarity with community support systems, health care and human service resources, court, and police activities, etc
- Good organizational skills and administrative abilities.
- Flexibility in days and hours available for scheduled work.
- Knowledge of and the ability to comply with the state's mental health code
- Knowledge of and the ability to adhere to a professional code of ethics
- Ability to work effectively and function independently

Other Preferred Qualifications:

- English required. Fluency in other languages preferred Spanish, Cantonese and Mandarin a plus
- Knowledge of the mental health, social and cultural needs of Black/African American communities
- Previous experience working with the Black/African American community
- Group facilitation skills
- Ability to form therapeutic relationships with a diverse cultural and racial population



- Culturally competent clinical skills. Must possess a valid driver's license and have access to a private vehicle.

Physical Requirements:

- Prolonged periods of sitting at a desk or working on a computer
- Must be able to lift up to 15 pounds at times
- Is located in the Bay Area and works in office minimally one day per week

I acknowledge that I have read and understand this job description of my position provide to me.

Print Name: _____

Signature: _____ Date: _____

Rafiki Coalition does not exclude, deny services to, or otherwise discriminate against any person on the basis of race, color, national origin, age, sex, sexual orientation, gender identity, religion, pregnancy, veteran status or disability in admission to, participation in, or receipt of the services and benefits of any of its programs and activities or in employment therein, whether carried out by Rafiki Coalition directly or through a contractor or any other entity with whom the agency arranges to carry out its programs and activities.