

Job Title	Clinical Director
Employer/ Agency	<p>Bellaire Family Counseling (BFC) is a trusted, client-centered practice dedicated to providing high-quality, evidence-based mental health services for individuals, couples, and families in our community. We believe that strong families build stronger communities, and we are committed to supporting clients through life's challenges with compassion, professionalism, and clinical excellence.</p> <p>Our team includes experienced clinicians with diverse specialties ranging from OCD and anxiety treatment to child/adolescent therapy, family systems work, and trauma-informed care. We are known for blending clinical rigor with warmth, ensuring every client feels seen, supported, and equipped for growth.</p> <p><i>Our Mission</i> At BFC, our mission is to change lives by offering specialized, excellent mental health care for the whole family. We serve our community by providing high quality, ethical, and effective counseling services that empower individuals, support families, and strengthen relationships and quality of life.</p> <p>We are seeking motivated professionals who share our passion for service, who are eager to make a meaningful difference in the community, and who bring both clinical expertise and a spirit of collaboration to our growing team.</p>
Job Description	<p>The Clinical Director leads clinical quality and supervision at Bellaire Family Counseling. This role focuses on clinical oversight. The Clinical Director ensures evidence-based care, ethical compliance, high-quality documentation, and strong clinical outcomes across the practice. The position provides clinical services, supervises licensed and associate-level clinicians, sets clinical standards, and drives continuous improvement in client care.</p> <p>Clinical Leadership & Standards</p> <ul style="list-style-type: none">● Define, maintain, and update clinical policies, treatment pathways, and standards of care aligned with BFC's mission and all relevant legal and ethical codes.● Exceptional clinical skills with advanced training or specialization in a clinical focus area that is congruent with or complementary to BFC's existing specialties (e.g., family systems, child/adolescent therapy, couples counseling, OCD/ERP, trauma-informed care).● Familiarity with several theoretical approaches and the ability to supervise clinicians working with diverse populations and various specialties.● Provide escalation support for complex or high-risk cases. Maintain safety/risk protocols (suicide risk, mandated reporting).● Recruit, interview, and make hiring recommendations for the clinical team. <p>Supervision & Development</p>

	<ul style="list-style-type: none"> ● Provide board-approved supervision to associate clinicians. ● Coach licensed clinicians on client engagement and success skills. ● Provide initial structured clinical training for new clinicians as part of their onboarding. Plan ongoing clinical in-services/trainings for the clinical team. <p>Quality Assurance & Compliance</p> <ul style="list-style-type: none"> ● Ensure adherence to state board, federal, and ethical requirements (HIPAA, informed consent, scope of practice). ● Oversee clinical documentation quality and timeliness. <p>Outcomes & Caseload Management</p> <ul style="list-style-type: none"> ● Monitor clinical and administrative outcomes for all clinicians. Run corrective action plans as needed. ● Partner with scheduling/admin to balance caseload utilization and coverage while protecting clinical quality and clinician wellbeing. <p>Systems & Collaboration</p> <ul style="list-style-type: none"> ● Collaborate with the leadership team to provide clinical input and recommendations on systems, policies, and workflows impacting both clinical operations and client experience. ● Ensure clinical team adherence to established systems and protocols.
Qualifications	<p>Licensure: Active Texas LPC-S (highly preferred), LMFT-S, or LCSW-S - must be a board-approved supervisor in good standing.</p> <ul style="list-style-type: none"> ● Clinical Experience: Minimum of 5–7 years post-licensure providing direct clinical services in outpatient or family counseling settings. ● Supervision Experience: At least 2–3 years supervising associate-level or provisionally licensed clinicians, with a track record of developing strong, ethical, and effective practitioners. ● Specialty Alignment: Demonstrated expertise in family counseling or a complementary specialty (e.g., OCD/ERP, trauma, child/adolescent, couples), ensuring alignment with BFC's focus on whole-family wellbeing. ● Compliance & Ethics: Strong command of Texas board requirements, risk assessment, safety planning, mandated reporting, and ethical decision-making. ● Systems & Tools: Proficiency with EHRs (preferably SimplePractice) and comfort with the use of technology to increase efficiency and enhance clinical services. ● Leadership Skills: Excellent coaching, feedback, and boundary-setting abilities; collaborative and calm under pressure.
Salary/Hours	<p>40 hours a week, Full-time, exempt. M-F 8:30 am - 5:00 pm (30 minute lunch). Occasional after hours availability may be needed for escalation support for safety/high risk cases.</p> <p>85k - \$110k per year</p>

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Opening Date	Immediately

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