

## JOB DESCRIPTION

Summary	
Job Title	Clinical Director
Department	Programs
Location	Phnom Penh, Cambodia
Full-time / Part-time / Job Share	Full Time
Reporting To	Country Director and Director of Survivor Care Support
Job Purpose	<p>The Clinical Director will provide clinical oversight of, and clinical programming, for the Hope for Justice (HfJ) Dream Home, STAR House, Bridge Project and Shine Career School Programs in Phnom Penh, Cambodia.</p> <p>The incumbent will ensure that the program remains holistic, dynamic and innovative while maintaining best practices in the field of trauma aftercare. The Clinical Director will stay up-to-date with all new research and trends in the field and ensure they're applied in Hope for Justice programs.</p>
Role Description	
<p><b>Clinical program development and oversight at all locations</b></p> <ul style="list-style-type: none"> <li>• Co-facilitate the group therapy program at Dream Home and oversee its expansion into STAR House.</li> <li>• Oversight of STAR House and Bridge clinical programming, case management and any necessary therapeutic or emergency clinical services.</li> </ul> <p><b>Supervision, Management and Training</b></p> <ul style="list-style-type: none"> <li>• Provide clinical oversight, support and supervision to staff responsible for case management and therapeutic work with clients, including all client-related case management decisions, treatment planning, therapeutic interventions, and milieu care.</li> </ul> <p><b>Direct Client Care and Oversight</b></p> <ul style="list-style-type: none"> <li>• Provide trauma therapy through translation on a weekly basis in collaboration with and for the purpose of direct field mentoring for clinical social work staff.</li> <li>• Oversee treatment planning, therapeutic and termination processes as needed.</li> <li>• Creation and maintenance of client safety plans for shelter care and offsite as well as crisis management.</li> </ul>	

**Client Referral and Clinical Intake Management**

- Work closely with the Social Work Director and referral agencies to gain necessary information about potential client referrals as well as oversee the clinical component of the intake process and make any necessary updates or adjustments.

**Monitoring and Evaluation, Research**

- Assist in the ongoing monitoring, evaluation, and innovative development of Dream Home programming; complete and report client assessments every 4 months or as dictated by clinical need or M&E process.

**Legal**

- Liaise with partner organizations to ensure victim focused preparation, trial experiences and post-legal debrief.

**Person Specification**

**Knowledge and Skills**

*Essential:*

- Minimum 5-7 years of clinical experience.
- Excellent written and verbal communication skills.
- Experience leading/managing a team of clinical staff.
- High-capacity, low-maintenance personality is a must.

**Industry or Specialist Qualifications**

*Essential:*

- Masters in Social Work or relevant therapy degree, current licensure.
- Training in TF-CBT and/or other trauma and gender based violence therapeutic models.
- Experience with clinical supervision and oversight.
- Experience working in the field of trauma, residential/milieu care, and/or child welfare.

Key Competencies	<ul style="list-style-type: none"> <li>• Able to work in a team</li> <li>• Exceptional attention to detail</li> <li>• Works well with change</li> <li>• Values Self-Development</li> <li>• Able to prioritise own work</li> <li>• Decisive</li> <li>• Innovative and creative</li> <li>• Excels at negotiating and influencing</li> <li>• Excels at people/performance management</li> <li>• Excellent time management</li> <li>• Excellent problem solving</li> <li>• Proven ability to project manage</li> <li>• Supports and develops others well</li> <li>• Passion for the organisational aims of Hope for Justice</li> </ul>
<b>To Apply</b>	
<p style="text-align: center;">To apply send your CV with a covering letter to <a href="mailto:vacancies@hopeforjustice.org">vacancies@hopeforjustice.org</a></p>	
<b>Review</b>	
Date Completed	December 2014
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Approved By	DSCS