



Mental Health Program Position Available January 2026

Title: Clinical Services Director

The Children's Advocacy Center of Suffolk County (CAC) unites public, private and community partners to promote safety, healing, and justice for children exposed to violence and abuse. The CAC works closely with an array of agencies to coordinate high-quality investigations of alleged child sexual abuse, severe physical abuse, and exploitation; provide support and services to children and families; offer specialized training for a diverse range of audiences; and to prevent child abuse in our community.

Reporting to the Chief Program Officer, the Clinical Services Director directs the strategy, compliance, growth, and daily operations of the CAC's mental health and clinical services programming. This team leader is a dynamic steward of the CAC, ensuring victim-centered, solutions-focused, and adaptive service delivery as the CAC's mental health programming grows and evolves to meet community needs. They are strategic, proactive, and demonstrate kindness, respect, humility, and sensitivity in all collaborations. This leader raises the standard of excellence, cultivating a trauma-informed, engaged staff team where each member is called to excel and continuously strengthen individual and organizational effectiveness. The Clinical Services Director ensures high-quality, client-centered clinical services, strengthens collaboration, and ensures the CAC's ability to measure the impact of its critical mental health services. The Director drives clinical service delivery across CAC programs, the MDT, and Suffolk County community.

MAJOR RESPONSIBILITIES:

Clinical Services Program Oversight:

- Lead Clinical Services Program development, implementation, and expansion to meet community needs
- Actively lead and clinical initiatives relevant to the CAC's strategic and operational plans
- Manage daily mental health and clinical services operations
- Ensure timely, coordinated, effective, and accessible mental health services for children and their caregivers
- Direct and oversee CAC mental health referral system and case tracking of clinical services, including all clinical therapy referrals and activities, support to families participating in forensic interviews, as applicable, and community consultation
- Expand and cultivate new referral pathways
- Determine CAC clinical caseloads and assign all clinical cases

- Review and provide prompt input and guidance regarding clinical case referrals
- Lead and manage the CAC's response to psychiatric emergencies and oversee implementation and compliance with emergency protocol(s)
- Actively participate in CAC Case Review and ensure Clinical Services/Mental Health representation
- Update, develop, and manage adherence to program-specific policies and procedures, as appropriate
- Manage and ensure comprehensive and timely program record keeping and data collection integrity, including HIPAA and electronic record compliance, to ensure measurable impact
- Lead and ensure continuous quality assurance / improvement of mental health services and staff compliance with administrative tasks
- Ensure programmatic adherence to National Children's Alliance Standards of Accreditation
- Grow strategic partnerships to strengthen collaboration and mental health service delivery, and remain adaptive to emerging needs in Suffolk County
- Establish and maintain a local network of mental health providers to help address child abuse in Suffolk County
- Oversee exploration and implementation of clinical billing
- Oversee expansion of CAC's clinical services hours of operation to mental health support is more readily available and accessible to children and families
- Manage and ensure accuracy of quarterly VOCA and other required grant and statistical report submissions
- Responsible for applicable grant reporting and writing, as required
- Other duties, as required

Staff Supervision and Development:

- Provide leadership and management of the Clinical Services Program
- Provide clinical supervision to master's-level Mental Health Clinician staff and oversee supervision of MSW interns to ensure CAC standards of excellence are met or exceeded
- Model, coach, and lead team members in cultivating a proactive, solutions-focused, client-centered approach to overcoming challenges
- Cultivate an inclusive environment and culture of continuous improvement, collaboration, and trauma-informed practice where staff are actively engaged and inspired to excel
- Develop clinical services program staff and promote clinical excellence; ensure all Clinicians meet and exceed fidelity and identify and encourage professional development and training opportunities,
- Direct, supervise, and coordinate activities including recruiting, interviewing, hiring, orienting, training, and performance review of clinical services staff and make effective recommendations on employee hiring, promotion, and performance improvement, as appropriate
- Other duties, as required

Cross-Program Strategic Support:

- Ensure mental health service integration across all CAC programs

- Drive innovation and partner with CAC leadership team and program managers to collaboratively design and implement initiatives, including amplifying client voices, implementing client satisfaction surveys, adopting Care Process Models, and establishing community and survivor advisory boards.
- Other duties, as required

Direct Services:

- Provide clinical consultation to professionals, multidisciplinary teams, and community members
- Provide trauma symptom and clinical services assessments, as appropriate and provide direct clinical services (CFTSI, PSB- CBT, TF-CBT, and/or consultation) to child victims and their non-offending caregivers, as needed
- Other duties, as required

Training, Community, and Partner Engagement:

- Collaborate with multidisciplinary partners, advisory boards, and community stakeholders to enhance programming
- Attend and actively participate in all CAC staff meetings, MDT Interagency Leadership meetings, case reviews and case conferences, in-service training and other meetings, as required
- Provide consultation to other Children's Advocacy Centers
- Represent the CAC at local, state, and national forums, trainings, and conferences, as appropriate
- In collaboration with the CAC Training & Outreach Program, deliver training and build Mental Health staff capacity to assist with relevant community training and outreach
- In collaboration with the CAC Leadership Team, pursue and create opportunities to build internal capacity and cultivate effective interagency partnerships, initiatives, and collaboration
- Other duties, as required

ESSENTIAL FUNCTIONS:

- Leadership: Lead and oversee Clinical Services Program; coach clinical services staff to exceed CAC service standards and respond appropriately and effectively to client needs
- Collaboration: Foster internal and external partnerships that strengthen the CAC's integrated service delivery
- Communication: effectively communicate verbally and in writing with a wide variety of individuals including CAC Staff, partner agencies, professionals working with children, and CAC clients
- May be required to perform other related duties as assigned or needed

All employees are required to adhere to the policies and procedures as outlined in the CAC Employee Handbook.

All employees demonstrate commitment to the CAC mission and values.

REQUIRED QUALIFICATIONS:

- Master's level licensed mental health clinician; Master's Degree in social work and

licensed at the independent clinical practice level (LICSW) is highly desired

- 5+ years experience as a clinical supervisor for master's level clinicians
- 5+ years experience in organizational leadership
- Specialized expertise in the mental health evaluation and treatment of traumatized children and their families and knowledge of evidence-based trauma treatment modalities
- Demonstrated success in program development
- Advanced training in the areas of child sexual and physical abuse and trauma
- Knowledge of multidisciplinary team approach in investigations and assessment of child abuse reports
- Ability to implement full-service clinical program and services
- Demonstrates critical and innovative thinking to develop effective approaches to service delivery and team management
- Proven ability to lead and cultivate a solutions-focused environment that prioritizes positive action and builds on existing strengths and resources to overcome challenges

PREFERRED QUALIFICATIONS:

- Training in evidence-based trauma interventions (CFTSI, PSB-CBT, TF-CBT, etc.)
- Proficiency in a second language, preferably Spanish, Haitian-Creole, Portuguese, Cape Verdean Creole, Cantonese or Mandarin Chinese, or Vietnamese

Full Time

Starting Salary: \$83,000 based on experience

Excellent benefits package.

Interested Applicants Who Possess the Minimum Requirements

Should Submit: A letter of interest and resume by email at

info@suffolkcac.org.

If emailing, please include subject line: Clinical Services Director Position. Applications will be reviewed and will be accepted on a rolling basis until the position is filled.

NO PHONE CALLS PLEASE.

The Children's Advocacy Center of Suffolk County strives to build an organization and a community where people can bring their whole selves to work and are inspired to do their best work every day. We are committed to equal employment opportunity regardless of race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions, or any other characteristic protected by law. We believe that diverse teams make the strongest teams, and we encourage people from all backgrounds to apply.