



Director of Clinical Training

The [Center for Individual and Family Therapy \(CIFT\)](#) is a non-profit Christian counseling center that exists to support the Church in the pursuit of mental, emotional, and relational health within our local communities. The position of Director of Clinical Training exists to lead and develop CIFT's training program, investing in and caring for pre-licensed staff and their clinical supervisors, advocating for them by serving as a representative, integrating all programs seamlessly, and ensuring that CIFT's reputation as an excellent training center for Christian therapists remains.

Duties Include (but are not limited to):

- Creating a safe environment for all pre-licensed staff such that they can raise any questions or issues that may arise within their clinical work and developing their clinical specialties / areas of interest and professionalism.
- Ongoing evaluation of and feedback to pre-licensed therapists and their supervisors to ensure standards of CIFT are being maintained.
- Providing ongoing administrative reminders to CIFT's clinical supervisors and monitoring CIFT's supervision processes, e.g. quarterly file review.
- Taking responsibility for scheduling supervision (annual supervision group rotations, group and dyadic/triadic supervision assignments) and trainings for pre-licensed staff.
- Leading bi-weekly supervisor's meeting, creating a collegial environment for supervisors and providing them with resources necessary to address concerns and grow training program; coordinating remediation when necessary.
- Promoting growth of supervisors through leadership, processing, teaching, and example.
- Continually monitoring and improving CIFT's training program, identifying relevant topics for clinical discussion at annual Staff Development Day and weekly clinical trainings, and exploring ways to facilitate integrative discussion and development among clinical staff.
- Conducting transitional reviews and communicating CIFT's decision to qualified pre-licensed staff.
- Maintaining and nurturing relationships with graduate psychology programs and their DCTs throughout the year, including attendance at practicum and job fairs.
- Reviewing applications and helping coordinate interview process for pre-licensed applicants, welcoming new hires through clinical orientation.
- Serving as host and primary teacher for weekly clinical trainings. Networking with potential training speakers.
- Being available to meet general needs of pre-licensed staff and their supervisors by way of weekly onsite office hours.
- Serving as a back-up for the supervisors during clinically urgent matters.
- Providing administrative, legal/ethical, and clinical consultation to the pre-licensed staff and supervisors.
- Providing individual clinical supervision up to 4 hours per week.
- Meeting regularly with the Director of Operations, maintaining constant communication to coordinate clinical and operational issues.
- Attending and participating in regular Director's meetings and any Leadership Summits.
- Attending and participating in annual Staff Development Day.
- Embodying and upholding CIFT values of professionalism, godliness, compassion, and integrity.

Education Required:

- Doctoral degree in Clinical Psychology or related field.

Requirements:

- Licensed as a Clinical Psychologist within the State of California (license must be active and in good standing).
- Must pass a background check.

Previous Experience:

- Prior clinical, supervisory, and leadership experience required.
- Substantial experience with, understanding of, and psychotherapeutic practice within a psychodynamically oriented treatment approach is highly recommended and preferred

To Apply:

Please submit your curriculum vitae to info@ciftcounseling.com, subject line: Director of Clinical Training. Within the text of your email, please specify your interest in employment with CIFT.

Please note that all candidates, should they be presented employment, must agree with, adhere to, and sign off on CIFT's Statement of Faith.