



RIA, Inc. – ready•inspire•act
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Clinical Director

RIA, Inc. – ready•inspire•act, www.readyinspireact.org

RIA, Inc. (also known as RIA House, Inc.) is a non-profit organization in Massachusetts supporting, and standing with, adult women who have experienced the commercial sex trade and its associated exploitation, prostitution, and trafficking. RIA believes that all persons involved in the commercial sex trade are vulnerable to exploitation, violence, and other forms of human rights violations. We offer services to any person affected, irrespective of their participation in the trade as consensual or coerced, or both.

Position Description

This new position is an exciting opportunity to join a dynamic and growing team. *We will consider a half-time or full-time commitment, depending on the fit of the candidate.*

The Director has four primary areas of responsibility. The first is the supervision of clinical staff and advisement with advocacy staff related to the delivery of participant support services. The second role is the delivery of direct clinical services to RIA participants by carrying a small individual case load of between 1-3 survivors of commercial exploitation. The third role involves managing an interdisciplinary training program for clinical graduate student interns, especially in coordination with the broader clinical team and the RIA Peer Mentors/Fellows. In this part of the role, the Director is responsible for interviewing, onboarding, training, supervising and evaluating clinical interns, and also for creating a holding environment for the interns as they develop working relationships to the broader staff team. The fourth role provides leadership and oversight in the area of program evaluation as RIA works to understand more deeply the people it serves and how to most effectively support them and their families.

Essential Job Functions

Supervision

- Oversee all clinical services including supervision of clinical staff and clinical interns.
- Supervise clinical staff related to delivering client support services to include individual counseling, groups, accompaniment, and case management.
- Create a collaborative supervision space that empowers staff through access to knowledge, tools, and actions that can help move participants through challenging group processes.
- Monitor and co-sign clinical notes as appropriate, for clinical staff and interns, including high risk situations across all staff roles.

Direct Services

- Provide community-based clinical recovery services (inclusive of trauma counseling, case management, and accompaniment) for adults who have experienced complex sexualized trauma, including experiences in the commercial sex industry, prostitution, and/or sex trafficking.
- Case coordinate as necessary.

Training

- Provide additional advice and evidence-based knowledge as needed on how to best serve participants on a case-by-case basis and as a team.
- Provide staff with information on evidence-based practices.
- Facilitate conversation and dialogue that encourages staff to attune and shape evidence-based practices to the needs and culture of participants.
- Strategically partner with graduate schools to encourage recruitment and retention of competitive and diverse student interns.
- Provide weekly on-site clinical supervision, which includes the development of learning contracts, reviewing MSW and LMHC process recordings or other documentation as necessary, providing feedback, cultivating self-reflection, evaluating effectiveness, and facilitating the ongoing integration of theory and practice.
- Coordinate with staff on case assignments, engagement strategies, interventions, terminations, and transfers with student interns.
- Offer monthly ongoing training and development opportunities to the staff, interns, and peer fellows.
- Co-present with staff trainings on exploitation and RIA services to community partners, as needed.

Program Evaluation

- Support the development of best practice evaluation and outcome measurement for all direct services.
- Collect feedback from staff and interns/peer fellows to improve outcomes and processes for the subsequent years.

Skills and Experience

- Commitment and interest in the process of surviving and healing from complex sexualized trauma and neglect, addiction, and/or chronic homelessness, and helping others in their healing.
- Demonstrated experience in delivering one-on-one clinical counseling and supervision, leading others in this work, and building effective staff and provider relationships.
- Flexible and positive attitude when working with others of all backgrounds and experiences.
- Willingness and serious interest to be involved in a growing non-profit organization.

Minimum Requirements

- Master's level clinical degree
- Clinical Licensure
- 5 years of clinical practice experience after licensure
- 3 years of experience supervising clinical graduate students and/or other staff
- Demonstrated experience delivering clinical supervision with others
- Practiced in program evaluation
- Demonstrated understanding of participants' lived experiences
- A current driver's license and has own vehicle.

- Bilingual language skills strongly preferred.

Hours and Benefits

The position will have some weekend and evening hours required. It is grant funded based on performance, with a 3-month probationary period and annual review. Four (4) weeks' vacation (for full-time), paid sick time (up to 40 hours), and health & wellness reimbursement benefit available. Mileage reimbursement available.

Compensation is competitive.

Location

Services will be provided by region in the MetroWest, Suffolk, and Central regions with travel required between the regions. RIA is headquartered in Framingham with a secondary office in Worcester.

How to apply

If you are interested in this position, please send a resume/CV and cover letter of interest that details your demonstrated experience fitted for this position to info@readyinspireact.org. RIA serves over 200 survivors every year, visit our website to learn more about the team and our work at www.readyinspireact.org.

RIA, Inc. is an equal opportunity employer that actively seeks, trains, and promotes candidates from diverse backgrounds including people with lived experience, women, communities of color, the LGBTQ community, and people with disabilities. We seek to hire people from various cultures, nationalities, and ethnicities who bring a range of backgrounds, beliefs, personal experiences, and interests to the organization. RIA understands that our differences inspire us to learn and grow, and enrich each of our lives by deepening our relationships with the people whom we do business.