



Position Title: Clinical Director

Department: Residential Programs

Reports To: Chief Operating Officer

Salary: 120,000 - 130,000 (based on licensure and experience)

Summary:

TurnAround, Inc. is seeking an experienced **Clinical Director** to provide executive clinical leadership for two specialized residential treatment programs serving children and youth ages 10 through 20 who have experienced human trafficking, sexual exploitation, abuse, neglect, complex trauma, behavioral health challenges, and juvenile justice involvement.

The Clinical Director provides strategic oversight of all clinical services across two residential campuses, including one licensed through the Maryland Department of Human Services (DHS) and one operating under the Maryland Department of Juvenile Services (DJS). This position ensures the delivery of high-quality, trauma-informed, evidence-based behavioral health services while maintaining compliance with applicable state regulations, licensing standards, accreditation requirements, and contractual obligations.

The Clinical Director serves as the agency's senior clinical authority for residential services and is responsible for developing and maintaining a consistent therapeutic model across both programs. This position provides clinical consultation, supervises clinical staff, leads multidisciplinary treatment planning, supports crisis intervention and behavioral stabilization, and partners closely with Residential Directors to ensure a safe, therapeutic, and healing environment.

Because residential services operate 24 hours a day, seven days a week, this position participates in an on-call rotation and is expected to respond to clinical emergencies, critical incidents, hospitalizations, placement disruptions, significant behavioral crises, and other urgent situations outside of normal business hours.

The Clinical Director maintains a regular onsite presence at both residential locations to provide direct clinical leadership, staff coaching, treatment team facilitation, and oversight of service delivery.

Essential Duties and Responsibilities

Clinical Leadership

- Provide executive level clinical leadership for two residential treatment programs serving children and youth.

- Develop and implement a unified trauma-informed treatment philosophy across both residential sites.
- Ensure all clinical programming aligns with evidence-based practices and trauma-responsive care principles.
- Serve as the senior clinical decision-maker regarding admissions, behavioral health treatment, crisis response, safety planning, restrictive interventions, hospitalization recommendations, discharge readiness, and placement stability.
- Maintain consistent clinical standards across both residential programs while recognizing the unique regulatory requirements of DHS and DJS.

Clinical Oversight

- Oversee all behavioral health assessments, treatment planning, clinical documentation, therapy services, behavioral interventions, and discharge planning.
- Review and approve individualized treatment plans to ensure they are clinically appropriate, trauma-informed, measurable, and person-centered.
- Ensure treatment plans are regularly reviewed and modified based on resident progress, changing clinical needs, and multidisciplinary recommendations.
- Monitor fidelity to evidence-based interventions including Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Motivational Interviewing, Dialectical Behavior Therapy (DBT) skills, Positive Behavioral Supports, and other approved treatment models.
- Provide consultation regarding complex trauma, attachment disorders, co-occurring mental health conditions, self-harm, suicidality, aggression, substance use, and sexually harmful behaviors when applicable.

Residential Clinical Operations

- Spend scheduled time each week at both residential campuses to provide visible clinical leadership and support.
- Conduct regular clinical discussions with treatment teams.
- Facilitate multidisciplinary treatment team meetings.
- Participate in resident admissions and discharge planning for clinically complex cases.
- Collaborate with residential management regarding resident behavior management, staffing recommendations, crisis intervention, and therapeutic programming.
- Ensure consistency in clinical practices across both residential sites.

Crisis Management and On-Call Responsibilities

- Participate in an on-call rotation to provide 24/7 clinical consultation for residential programs.
- Respond to after-hours emergencies involving resident safety, psychiatric crises, suicide risk, AWOL incidents, abuse allegations, aggressive behavior, critical incidents, or other emergencies requiring clinical direction.

- Provide consultation regarding hospitalization, psychiatric evaluations, emergency petitions, and crisis stabilization.
- Debrief significant incidents with staff and support post-crisis planning.

Staff Supervision and Development

- Provide clinical supervision to licensed clinicians, therapists, clinical supervisors, interns, and behavioral health personnel.
- Coach residential management and supervisors on trauma-informed decision-making and therapeutic crisis intervention.
- Develop annual clinical competencies for residential staff.
- Lead ongoing training related to trauma, child development, adolescent behavior, crisis intervention, de-escalation, cultural responsiveness, secondary traumatic stress, and evidence-based treatment approaches.
- Support employee wellness initiatives that reduce compassion fatigue and vicarious trauma.

Quality Assurance and Regulatory Compliance

- Monitor clinical documentation to ensure compliance with DHS, DJS, Medicaid (if applicable), CARF, HIPAA, and agency standards.
- Participate in licensing inspections, corrective action planning, quality assurance reviews, accreditation surveys, and state monitoring visits.
- Collaborate with Quality Assurance team to review incidents and trends to identify opportunities for clinical improvement and risk reduction.
- Develop corrective action plans related to clinical deficiencies when necessary.

Collaboration

- Partner with psychiatrists, nurses, educators, juvenile justice representatives, child welfare agencies, courts, behavioral health providers, schools, hospitals, and community partners.
- Represent TurnAround during multidisciplinary meetings, case reviews, licensing visits, and external stakeholder meetings.
- Support strategic planning and future residential program development.

Minimum Qualifications

- Master's or Doctoral degree in Social Work, Counseling, Psychology, Marriage and Family Therapy, or related behavioral health discipline.
- Active Maryland clinical licensure (LCSW-C or LCPC required).
- Maryland Board Approved Clinical Supervisor or ability to obtain within six months.
- Minimum seven years of progressively responsible clinical experience working with children, adolescents, and young adults with complex trauma.

- Minimum five years of supervisory or leadership experience in residential treatment, behavioral health, juvenile justice, or child welfare settings.
- Demonstrated expertise in trauma-informed care, crisis stabilization, child and adolescent behavioral health, and multidisciplinary treatment planning.
- Experience working with Maryland DHS and/or Maryland DJS systems and regulations are strongly preferred.
- Pass criminal background check, provide driving history record, and a medical clearance and TB screening from qualified physician.
- Experience implementing positive behavioral intervention and support to children and youth preferred.
- Possess CMT Certification, CPR/First Aid Certification or be able to obtain it.
- Knowledge of database management systems.
- Must have a valid driver's license and a personal vehicle.
- Ability to drive a 7-passenger van if necessary.
- ***Bi-lingual highly encouraged to apply.***

Work Schedule

This is a full-time exempt leadership position. Typical work hours are from 9am to 5pm, Monday through Friday. The Clinical Director maintains a regular onsite presence at both residential campuses and adjusts their schedule as necessary to meet operational and clinical needs.

The position requires participation in an after-hours on-call rotation and availability to respond to clinical emergencies, critical incidents, licensing concerns, and resident crises occurring during evenings, weekends, holidays, and other non-business hours.

Leadership Competencies

- Trauma-Informed Leadership
- Clinical Decision-Making
- Crisis Leadership
- Strategic Thinking
- Regulatory Compliance
- Emotional Intelligence
- Coaching and Staff Development
- Collaborative Leadership
- Systems Thinking
- Risk Assessment and Mitigation
- Ethical Practice
- Cultural Humility
- Quality Improvement
- Change Management
- Relationship Building

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. █

1. Residential setting mobility, including climbing stairs.
2. Occasional lifting of boxes.
3. Sustained posture in a seated position for prolonged periods of time.
4. Must have valid driver's license and a personal vehicle.
5. Ability to drive a 7-passenger van if necessary.

Affirmative Action/ Equal Employment

TurnAround, Inc. provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.