



Clinical Supervisor

SOAR offers culturally responsive, trauma-informed care and case management services to individuals across Dane County. Our mission is to promote individual and community healing by providing services that offer radically new perspectives, respect individual choice, and center the voice of lived experience. We are proud to assist individuals as they navigate complex systems, develop essential life skills, expand support networks, and build resilience.

SOAR is seeking an experienced and licensed Clinical Supervisor who is passionate about empowering both staff and clients to thrive, brings deep compassion and hands-on knowledge, and values collaborative approaches to person-centered care. The Clinical Supervisor is a key leadership role in overseeing the Community-Based Services team and ensuring the delivery of high-quality, community-based supportive services.

The Clinical Supervisor will:

- Coordinate with the Executive Director of Clinical Services to provide oversight to SOAR's clinical support programs and services.
- Review and audit client assessments, recovery plans, and case management notes for accuracy and compliance.
- Provide clinical supervision to case managers, including CCS documentation, productivity standards, and best practices in recovery-oriented clinical support.
- Provide monthly field supervision to case management staff for skill development and train and coach staff as identified.
- Collaborate in management team meetings and activities to enhance services and staff development.
- Assist with interviewing, onboarding, and training of new case management staff.
- Provide on-call support to case management staff.
- Demonstrate a commitment to recovery standards and creative problem-solving with clients and staff.
- Manage case management staff, including timesheet review and approval, and collaborate in performance management.
- Provide direct case management services for up to five clients.
- Develop and foster one-on-one relationships with clients served by SOAR to support their development of new skills, abilities, and capacities.

- Assist clients with working towards identified goals, increasing independence, and improving quality of life as defined by the client.
- Coordinate care with community support resources and develop and maintain relationships with community providers.
- Complete and manage client intakes, assessments, recovery plans, collaborative psychiatry plans, client assessments, and Ch. 51 documentation as required.
- Attend and actively participate in regularly scheduled meetings.

The Clinical Supervisor will need:

- A Master's degree in Psychology, Social Work, or Human Services.
- A current license in LCSW, LPC, or LMFT is required.
- 3+ years' work experience in the mental health field, with at least 18 months specifically within CCS, is required.
- 2+ years of supervision and/or leadership experience in the mental health field is preferred.
- Demonstrated ability to provide person-centered care in a social services setting is required.
- Demonstrated understanding of lived experience and the value of peer support as part of an effective program.
- Demonstrated knowledge of harm reduction values and care practices.
- Demonstrated leadership ability in a social service setting is required.
- Demonstrated ability to communicate effectively in both verbal and written form.
- Demonstrated ability to work in a multidisciplinary team with a positive attitude.
- Must possess a valid driver's license, insurance to meet state requirements, and have daily access to a vehicle to use for work-related purposes (mileage reimbursed).
- Must be computer literate and able to function effectively within Google Workspace.

In exchange, the Clinical Supervisor will receive competitive compensation between **\$65,000 and \$70,000** annually, based on experience.

SOAR offers health, dental, and vision insurance, disability insurance, life insurance, an employee assistance program, a 401(k) with a match up to 6%, and paid time off. Learn more about SOAR by visiting [SOAR • Supporting Opportunities for Advocacy & Resilience](#).

To apply, please send a cover letter and resume to opportunities@soarcms.org. We look forward to hearing from you!