



Southern Arizona's Premier Social Service Agency

Old Pueblo Community Services is an Equal Opportunity Employer

Clinical Supervisor

Are you a compassionate and empathetic leader with a commitment to integrity and quality in clinical care? We are seeking a **Substance Use IOP Clinical Supervisor** who values choice, optimism, and excellence in guiding clients on their journey to recovery. In this role, you will oversee the OPCS substance use Intensive Outpatient Program (IOP) treatment services, providing clinical oversight and leadership to staff and ensuring the delivery of exceptional care to clients facing complex challenges, including homelessness.

Participants in the program are referred from various entities, including the Arizona Department of Corrections (ADOC) and community providers, and all reside on OPCS housing properties. As Clinical Supervisor, you will have a pivotal role in shaping services and supporting staff in delivering evidence-based, client-centered care.

Core Values:

Empathy & Compassion: We meet clients and staff with understanding and kindness, creating a supportive and empowering environment.

Choice: We respect and promote clients' autonomy, offering options that align with their recovery goals and personal values.

Optimism: We approach each challenge with a hopeful perspective, fostering growth and resilience in clients and staff alike.

Quality: We are committed to providing the highest standard of care, ensuring services are effective, evidence-based, and continuously improving.

Integrity: We uphold transparency, ethical practices, and accountability in all aspects of our work.

Employee Benefits

Competitive Salary, Employer Subsidized Health Insurance for Employee **and Family**, Employer Matching 401 (k) plan (after 1 year), Employer Subsidized Dental Plan and Vision Plan, Paid life insurance, Employer Paid Training, 160 Hours Paid Time Off (PTO) Per Year.

Selected by the Tucson Metro Chamber of Commerce as the best non-profit for Workforce Development in 2019, and Outstanding Non-profit in 2014.

Duties and Responsibilities:

1. **Program Oversight:** Lead and manage the OPCS substance use IOP program with a commitment to empathy, compassion, and high-quality service delivery.
2. **Service Alignment:** Supervise and ensure that the intensity and level of services provided align with clients' individualized recovery plans, meeting their unique needs with integrity.
3. **Staff Competency:** Ensure that staff meet required competencies for their roles, fostering a culture of excellence, growth, and continuous learning.

Job Status

Full Time

Pay Rate

\$55,557-\$68,411-\$81,266.

In accordance with pay transparency, the salary reflected in this posting is the full salary range for this position. Individual placement within the range is based on the candidate's current experience, education, skills, and abilities related to the position. Salary placement is typically between the minimum and mid-point of the salary range.

Pay Comments

Salary based on experience.

We are willing to train those who are passionate about helping people and willing to go the extra mile to help the client.

Mail Resume/Application to:

Ms. Jeanie Pike
HR Director
Old Pueblo Community
Services
2323 S. Park Ave. Tucson, AZ
85713

Email Resume/Application to:

hr@helptucson.org



4. **Coaching and Supervision:** Provide effective coaching, supervision, and leadership to program staff, modeling optimism and fostering a collaborative and supportive team environment.
5. **Documentation and Review:** Review and sign off on clinical documentation, including Behavioral Health Assessments (BHAs), recovery plans, progress notes, and suicide risk assessments, ensuring accuracy and compliance.
6. **Budget and Grant Management:** Oversee program budget, grant implementation, and deliverables, ensuring financial responsibility and program success.
7. **Flexible Leadership:** Take on additional duties as assigned, demonstrating adaptability and a solutions-oriented mindset.

Employment References, drug screen and background check are conducted pre-employment.

Qualifications:

1. **Licensure:** Must hold a master's-level license from the Arizona Board of Behavioral Health Examiners (required); independent licensure preferred.
2. **Education Background:** Master's degree in counseling, social work, substance use, or a related field.
3. **Leadership Experience:** Demonstrated leadership experience in behavioral health, substance use, and/or reentry populations with an emphasis on empathy, compassion, and quality service delivery.
4. **Communication Skills:** Outstanding written and oral communication skills, with the ability to lead, inspire, and collaborate effectively.
5. **Organizational Excellence:** Highly organized, creative, flexible, and adept at managing multiple priorities with precision and accountability.
6. **Interpersonal Skills:** Exceptional interpersonal abilities, with a talent for fostering teamwork, collaboration, and a positive work environment.
7. **Technical Proficiency:** Strong computer skills, including proficiency with documentation, grant reporting, and Electronic Health Record (EHR) systems.
8. **Certifications:** Must possess and maintain valid CPR/First Aid certification.

Why Join Us?

As a **Substance Use IOP Clinical Supervisor**, you will be at the forefront of delivering transformative care to clients, leading a dedicated team, and shaping the future of substance use recovery services. We offer a supportive, mission-driven environment where your leadership, expertise, and passion for helping others will be recognized and valued. If you're ready to make a meaningful impact and lead with empathy, integrity, and optimism, we encourage you to apply.