

# Compass Behavioral Health Clinical Director: Now Hiring



We are a growing Behavioral Health Clinic based in Tustin, CA that offers its employees a competitive salary and benefits as well as continuously building a culture of support, trust, and engagement among our team of talented and dedicated employees.

Please send inquiries to [HR@compassbehavioralhealth.com](mailto:HR@compassbehavioralhealth.com)

**The Company:** Compass Behavioral Health was the first DBT-Linehan Board of Certification, Certified Program™, in California. Achieving this certification was a rigorous process that ensured our families were receiving the “gold standard” in DBT treatment and care with clients and values the many talents and abilities of its employees.

- Our mission is to increase affordable access to DBT services for youth ages 7-24 while building a community among our team and families to support stronger treatment outcomes. We value a multi-disciplinary, culturally competent team committed to leading-edge clinical training and on-going research.
- We are committed to clinical excellence, quality assurance, and accountability to our families for measurable treatment outcomes and dissemination of evidence-based treatments to the larger Southern California community.
- Compass’s core organizing principle is that we are stronger together, which is best embodied by social and economic equality. Compass and all its property assets are in an Employee Trust. Tenured clinicians and Clinician Directors will have the ability to become shareholders and partners. The Compass difference is that Compass equity shares can only be owned by Compass Employees; therefore, we can focus on program quality and being able to provide livable wages and responsible benefits.

**The Position:** Compass Behavioral Health is recruiting for a full-time salaried **Clinical Director for our Comprehensive Adolescent DBT Residential Treatment Program.**

- The salary range is highly competitive and based on experience.
- We offer health insurance (family medical, dental, and vision coverage) and cover 90% of the employee insurance premium and 50% of dependent premiums (Platinum and Gold PPO & HMO options).
- We also offer a retirement savings plan(401k) and contribute up to 15% of matching funds.
- We offer 3 weeks of PTO, gym reimbursement up to \$200 monthly, and an annual paid Mindfulness Retreat.
- Director level positions at Compass have equity share options, creative Company assistance with student loan repayment, and or Orange County housing assistance.
- Our clinic highly values team playfulness, cohesiveness, and life balance!

**Requirements:**

- An active clinical license with the state of CA (Board of Psychology or Board of Behavioral Sciences)
- Previous RTC experience at a manager level
- California Group Home Administrator Certification (Preferred but not required)
- Must have a passion for working with adolescents in a team model.

**Responsibilities:**

- Design, Implement, & Oversee a high-quality comprehensive adolescent DBT residential treatment program
- Supervise RTC staff with the assistance of a full-time Program Manager
- Directs the clinical component and facilitates clinical/residential interface.
- Plans, administers, and directs operation of therapeutic programs such as physical, occupational, recreational, and speech therapies.
- Oversee Quality Assurance, Treatment Progress Indicators, and DBT Adherence
- Develop, implement and evaluate clinical programs
- Manage clinical paperwork and record keeping

**Certificates, Licenses, Registrations:**

First aid certified. Criminal fingerprint clearance for CCLD. Licensed to drive in California.

Written declaration of no prior criminal convictions other than minor traffic violations.

Current health screening and TB clearance. License with a California professional board (Board of Behavioral Science or Board of Psychology)

**The Location:** The Farmhouse is in the heart of Orange County located in North Tustin, CA. This is a great place to work because Tustin is centrally located in Orange County, 30 minutes from beautiful beaches, and 60 minutes from mountains and skiing. The facility is peacefully located in the hillside area with ample dining options for a lunch out, and a great place to live if looking to relocate.

**The Residence:** After several years of searching for the perfect facility and after precise, detailed preparation, The Farmhouse is a true smart home equipped with time-saving technology and provides amenities such as a refreshing swimming pool, covered veranda, outdoor living areas, organic garden, greenhouse and is home to over 30 fruit trees throughout the grounds. The half-acre compound consists of 3 buildings including a full fitness gym with state-of-the-art equipment, infrared sauna, and sport court. Zen-like grounds include a tranquil fountain, rose gardens, and lawn space for yoga and meditation activities.

**Professional Development Benefits at Compass:**

1. Experience & training working at a DBT-LBC, Certified Program™

2. Compass requires DBT-LBC certification for all clinicians and has a built-in support to walk you through all steps, including reimbursement of all certification fees.
3. DBT-LBC Certified Team Lead and DBT-LBC Coder - available to review your DBT Case Conceptualizations and Videos for DBT Adherence and feedback.
4. Expert Consultation monthly with a BTECH Expert DBT Trainer
5. Comprehensive DBT Program, including clinical support from Family Connections program (free evidenced based 12-week class for parents), and individual DBT Skills Coaching (free skills coaching and behavioral rehearsing by our clinical interns in training), Multi-Family Groups, Advanced DBT Groups, along with Standard DBT Skills Training Groups
6. Study Clinician at Performance Site for Duke University research on the treatment of pervasive emotional dysregulation and identity dysregulation in teens & young adults under Primary Investigator Dr. Clive Robins, Professor Emeritus & BTECH Trainer. Program Clinicians will have an opportunity to be listed as co-investigators and participate in meaningful research & program efficacy evaluation.
7. Compass is a DBT Comprehensive Training Rotation for UCI's Child & Adolescent Psychiatry second year fellows. DBT-LBC Certified Clinicians at Compass will have the opportunity to teach DBT in Didactics to the student doctors and oversee their clinical training in DBT.
8. As continuing education providers for LCSW, LMFT, LPCC & Psychologists, all Compass Clinicians will earn up to 100 CEUs annually while getting paid! Ongoing training in evidenced based treatments is a clinic core value. Examples of previous Compass trainings provided to Compass Clinicians:
  - DBT-PE Intensive with Melania, Harned, Ph.D.
  - DBT-C Intensive with Francheska Perepletchikova, Ph.D.
  - DBT-A: When to Adapt versus Adopt with Alec Miller, Psy.D.
  - DBT Strategies for Treating Multi-Problem Adolescents, Young Adults, and their Families with Alec Miller, Psy.D.
  - Optimizing Teams Full Day Team Building with Ronda Reitz, Ph.D.
  - OCD Treatment Exposure Response Prevention with Jonathan Abramowitz, Ph.D.
  - DBT Case Conceptualization Training with Shari Manning, Ph.D.
  - MAPS- A (Mastery of Anxiety & Panic - Adolescents) with BTECH
  - Family Connections Facilitator Training with Alan Fruzzetti, Ph.D.
9. Opportunity for growth and development within the company (Compass will be launching a residential program in 2021 to provide a continuum of care from Outpatient, Intensive Outpatient, through Residential)
10. Opportunity for Stage 2 work and company paid DBT PE Intensive Training with Dr. Melanie Harned (Dr. Harned provides individual and team consultation to complex PTSD cases here at Compass).

*“Working at Compass has significantly increased my quality of life as I’ve been able to engage in value-based action. A core value of mine since my intensive training in 2014 was to one day be a*

*LBC-DBT Certified Clinician and as promised, I was able to be certified in 12 months. I have never worked for an employer that cares so much about my values, quality of life, and who has invested in me as a Clinician and in my future (i.e. working with students, being able to train the community in providing DBT, providing accessible and affordable adherent DBT to the community). My strengths are valued and appreciated, and I've never once questioned that."*  
*Marissa Colangelo, LCSW DBT-Linehan Board of Certification, Certified Clinician™*