



Residential Clinical Supervisor—Addiction Recovery, Rev. 7-2026

Reports to: Chief Health Officer

Job Status: Full Time

Job Summary:

The Residential Clinical Supervisor is a licensed behavioral health professional responsible for providing clinical leadership and supervision for Westminster Rescue Mission's residential addiction treatment services. This position provides clinical supervision to counselors and pre-licensed clinicians supporting residential patients, oversees the quality and consistency of clinical services and documentation, and maintains a clinical caseload as needed.

Duties and Responsibilities:

Residential Clinical Leadership & Supervision:

- Provides day-to-day clinical leadership and supervision for counselors and other clinical staff supporting WRM's residential treatment programs.
- Directly supervises assigned counselors, pre-licensed clinicians, Alcohol and Drug Trainees (ADTs), interns, and other clinical staff supporting residential patients.
- Provides Board-approved clinical supervision to eligible clinicians and trainees in accordance with Maryland licensing requirements and within the scope permitted by the supervisor's license.
- Conducts regular individual and/or group supervision sessions and maintains required supervision documentation and evaluations.
- Supports the development of clinical skills, documentation quality, ethical practice, professional judgment, and effective patient care among supervisees.
- Monitors clinical documentation, treatment planning, ASAM assessments, discharge planning, and other clinical practices for quality, timeliness, and compliance with applicable standards and WRM policy.
- Provides consultation and guidance to residential staff regarding complex patient needs, clinical concerns, crisis situations, and appropriate interventions.
- Partners with the Chief Health Officer and other program leadership to identify clinical training, performance, quality-improvement, and program-development needs.
- Participates in the Residential Program on-call rotation and provides clinical consultation and support as needed.

Clinical Services:

- Maintains a clinical caseload as needed and provides individual and group counseling to residential patients.
- Provides psychosocial assessments during the intake process for new patients, as needed.
- Works with patients to develop individualized treatment plans and communicates regularly with recovery staff and clinicians regarding progress and concerns related to treatment.
- Documents clinical notes for patient sessions in a timely manner, consistent with professional standards and Addiction Healing Center policy.
- Provides orientation to patients as needed, ensuring required forms, clinical processes, and documentation are clearly explained and understood.
- Documents treatment plan updates and ASAM assessments within required regulatory timeframes.
- Consults with other staff and completes or oversees clinical discharge documentation, including discharge summaries, regardless of the reason for a patient's exit from the program.
- Participates in formal and informal care management team meetings to support patients' mental, emotional, relational, psychological, and recovery needs.
- Collaborates with administrative staff to support accurate and timely clinical documentation and billing processes.
- Responds to clinical conflicts, concerns, and patient-care issues in a straightforward, professional, and timely manner.

Training & Professional Development:

- Participates in internal training and assists with training delivery on clinical best practices, documentation, regulatory requirements, and other relevant topics as needed.
- Stays informed of current trends, evidence-based practices, and regulatory requirements in addiction treatment and behavioral health.
- Supports the professional development and ongoing growth of residential clinical staff.

Other Responsibilities:

- Provides clinical leadership and support in crisis situations as needed.
- Works collaboratively with Outpatient Clinical leadership and other WRM departments to support continuity of care and coordinated services.
- Performs other duties as assigned by the Chief Health Officer.

Skills and Requirements:

- Must hold a current Maryland license in good standing as an LCPC, LCSW-C, LCMFT, or LCADC.
- Current Maryland Board-Approved Clinical Supervisor status is required.
- NPI and Maryland Medicaid provider numbers required.
- Experience providing clinical supervision, leadership, or mentorship in a behavioral health setting.
- Experience working with individuals with substance use disorders and co-occurring mental health conditions.
- Familiarity with CARF and BHA standards and experience implementing or following policies and procedures that support accreditation.
- Working knowledge of COMAR 10.63 and applicable Maryland regulations governing behavioral health programs.
- Knowledge of ASAM criteria, treatment planning, clinical documentation, and discharge planning in substance use disorder treatment.
- Demonstrates sound clinical judgment, sensitivity, compassion, cultural humility, and the ability to provide effective leadership and accountability.

- Strong interpersonal, supervisory, communication, organizational, and problem-solving skills.
- Ability to balance clinical leadership responsibilities with direct patient care and changing program needs.
- Willingness and ability to participate in the Residential Program on-call rotation and work a flexible schedule, including occasional evenings as program needs require.
- Ability to work both independently and as part of a multidisciplinary team committed to WRM's mission and values.
- Maintains respectful, inclusive, and professional relationships with all patients and staff, regardless of background or personal history.

Physical Requirements:

Standing, sitting, typing, bending, and lifting up to 25 pounds.

Equal Opportunity Employer: Westminster Rescue Mission (WRM) will not discriminate against any employee or applicant for employment because of age, disability, race, color, religion, sex, or national origin. WRM will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin.