



Clinical Director — Job Description

About Joseph House

Grounded in the Catholic vision of the human person, Joseph House is a residential re-entry community in Tallahassee, FL. We create communities of welcome where men returning from incarceration encounter the healing of home, authentic relationships, and clinical excellence in trauma-informed care. We operate on a non-discriminatory, nonsectarian basis and welcome staff of all backgrounds and beliefs who share our commitment to human dignity, equality, and second chances.

Position Overview

- **Role:** Clinical Director (Full-Time Exempt)
- **Location:** On-site — Tallahassee, Florida
- **Compensation:** \$80,000 – \$90,000/year + generous PTO & Diocesan Benefits (Medical, Dental, Vision, Health Savings Account with employer contributions, employer-paid Long-Term Disability and Life Insurance, and a 401(k) retirement plan).
- **Hours:** Flexible 40-hour week. Primary hours incorporate afternoons/early evenings (e.g., 10:00 AM – 6:30 PM, M–F) to align with resident work schedules.

The Opportunity

We are seeking a compassionate, licensed clinician to lead therapeutic programming for our intimate residential community of 6 to 8 male residents re-entering society from state/federal prison (including individuals with non-violent, violent, and sexual offenses).

Working with a low resident-to-staff ratio, the Clinical Director leads a collaborative team—including a full-time Social Workers, a full-time Health and Wellness Manager, and an after hours residential manager. This collaborative structure allows the Clinical Director to focus on trauma recovery work and supervise caseloads. Within this framework, daily residential operations and first-line crisis de-escalation are handled by on-duty house staff, while the Clinical Director provides secondary, Tier-3 clinical consultation for emergencies.

Key Responsibilities

- **Clinical Care & Assessment:** Conduct baseline intakes, biopsychosocial assessments, and risk evaluations for incoming residents.
- **Group & Individual Therapy:** Facilitate weekly resident support groups and coordinate individual treatment plans.
- **Program Leadership:** Supervise the full-time Social Worker and collaborate with executive leadership on clinical policies and re-entry frameworks.



- **Care Coordination:** Oversee referrals for outpatient psychiatric, medical, substance use, and housing needs.
- **Tiered Crisis Consultation:** Provide secondary, Tier-3 clinical consultation for emergencies.

Qualifications

- **Licensure:** Current Florida clinical license (**LCSW, LMHC, LMFT** required, **Psy.D.** preferred) OR an active out-of-state license eligible for immediate Florida licensure by endorsement.
- **Experience:** 2+ years of clinical experience in a mental health, residential, or re-entry setting.
- **Clinical Toolkit (Preferred):** Familiarity with trauma-informed care and modalities such as Dialectical Behavior Therapy (DBT), Internal Family Systems (IFS), Eye Movement Desensitization and Reprocessing (EMDR), Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), or relational therapies.
- **Mindset:** Deep commitment to working with justice-involved individuals with clinical objectivity, clear boundaries, and compassion.
- **Requirements:** Valid driver's license, ability to complete local/regional travel as needed, and successful completion of a standard background check.

How to Apply

Applications are reviewed on a rolling basis (priority deadline: **August 28, 2026**).

Please submit your resume/CV and a brief cover letter outlining your clinical philosophy and approach to trauma-informed care to Dr. Carla Paredes at cparedes@josephhouseus.org.

Unsure if you meet every qualification? If you are a licensed clinician passionate about restorative justice and trauma recovery, we encourage you to apply. Joseph House is growing, and we are always eager to connect with mission-aligned professionals—whether for this Clinical Director role or for future leadership, consulting, and therapeutic opportunities.