

Clinical Supervisor – Full-Time (Path to Clinical Director)

Who We Are: At Cultivate Your Essence, we don't just offer therapy—we build community, elevate healing, and reimagine mental health care for those too often overlooked. As an award-winning practice led by Black women and rooted in cultural relevance, innovation, and liberation, we are committed to creating spaces where clinicians and clients alike feel seen, safe, and supported.

Now, we're ready to expand our leadership—and we're searching for the right one.

This isn't just a job. This is a calling. We're seeking a Clinical Supervisor who is collaborative, grounded, visionary and ready to shape the next chapter of our team's growth and care.

This role is also a direct pathway to our future Clinical Director position, for the leader who is ready to grow with us and help shape the foundation of our next era.

Why This Role Is Different: *You Get to Lead with Intention*

This role is about mentorship, not micromanagement. You'll guide our clinical team with clarity, care, and compassion—providing clinical oversight while honoring each therapist's individual style and strengths.

You Get to Grow While You Lead: Whether you're seasoned in leadership or stepping into it for the first time, we support your professional evolution. And for the right candidate, this role will evolve into our Clinical Director position.

You Get to Co-Create: We're not looking for someone to just supervise. We're looking for a thought partner. A collaborator. A builder who wants to help shape the future of culturally competent, community-driven care.

Compensation: \$60,000–\$85,000 annually (ranging from \$55-\$65 an hour), based on licensure, experience and supervision capacity

- Performance-based bonus opportunities

Location: Remote - will be transitioning to hybrid model in the near future

Benefits:

- Flexible schedule
- Paid time off
- Professional development assistance

Schedule:

- Day shift
- Night shift
- Weekends as needed

Core Responsibilities:

- Provide weekly or bi-weekly clinical supervision to associate-licensed and provisionally licensed therapists
- Oversee clinical documentation (notes, treatment plans, audits, etc.) with a coaching-oriented lens
- Offer ongoing support, training, and development to clinicians
- Collaborate with leadership on hiring, onboarding, and professional development strategy
- Provide client services (up to 10 clients per week) to stay connected to the work and maintain licensure
- Participate in monthly leadership meetings and support practice-wide initiatives

What You Bring:

- Fully licensed therapist (LCPC, LCSW, LMFT, or equivalent in IL)
- Active supervision credential or eligible to supervise in your state
- Minimum of 3 years post-licensure clinical experience
- Strong clinical documentation and case formulation skills
- Leadership mindset with the ability to mentor, support, and guide
- Open communication style rooted in mutual respect and accountability
- Familiarity with trauma-informed, culturally responsive, or social justice-oriented therapy practices

You'll Thrive Here If You...

- Have a passion for developing others and fostering a strong clinical culture
- Want to lead with love and strategy
- Are organized, clear, and unafraid of hard conversations when they're needed
- Are ready to help shape a practice that reflects both excellence and authenticity
- Want your leadership to mean something—beyond productivity or policies

Our Supportive Culture Includes:

Whole-Person Wellness - Because we believe healthy leaders create healthy teams, you'll receive:

- Accrued PTO hours (to actually take time off)
- Designated mental health days (yes, we mean it and no, you don't need a reason)
- Monthly team check-ins that prioritize connection, not just performance
- Quarterly team outings + retreats to restore, reset, and stay in alignment with our mission

Ready to Step Into Leadership?

This isn't just supervision—it's stewardship. And for the right person, it's the beginning of your Clinical Director journey. We're looking for a leader who knows how to hold space, inspire growth, and stay rooted in purpose. If that's you, we're ready.

To apply: Send your resume + a brief letter of interest to HR @cultivateyouressence.com
Subject: Clinical Supervisor – [Your Name]