

Director of Clinical Services #2026-029

Location: Connexus Main Office, Vanderhoof, BC, serving Vanderhoof, Fraser Lake and Fort St James, BC
Hours of Work: 35 hours per week, Monday to Friday (8:30 a.m. to 4:00 p.m.), with participation in the on-call rotation (typically every 6–8 weeks).
Posting Date: July 8, 2026, **Closing Date:** Until Filled
Start Date: ASAP
Salary: Annual Salary \$96,073 to \$114,415
Comprehensive Benefits: Extended Health and Dental, Municipal Pension Plan, Long-term Disability, Paid Sick Leave, Four Weeks' Vacation, Employee Assistance Program

About the Role

Executive Leadership

As a member of the Senior Leadership Team, the Director of Clinical Services provides strategic leadership for Connexus' clinical, family, community living, and licensed residential care programs. This position shapes the future of clinical services while supporting managers, strengthening professional practice, and ensuring exceptional, person-centred services across the organization. This position reports directly to the Executive Director. We value collaborative leadership, innovation, accountability, and continuous learning.

Clinical Practice Leadership

Provides organizational leadership for clinical practice by ensuring all employees who provide counselling, therapeutic interventions, family support, behavioural support, or other direct client services receive appropriate clinical supervision, consultation, and professional development. Provides clinical consultation to managers and staff to support ethical, evidence-informed, and effective service delivery across the organization.

In this role you will: strengthen clinical excellence, support and mentor managers, expand community partnerships, lead quality improvement initiatives, foster evidence-informed practice, support organizational growth.

Direct Reports

- Clinical & Family Services Program Manager, Early Years Program Manager, and Community Inclusion Supervisor and Housing & Residential Care Coordinator (*administrative and clinical oversight for Residential Care Services only*)

Key Responsibilities

Clinical Leadership & Supervision

- Provide clinical leadership and oversight for all employees who provide counselling, therapeutic interventions, family support, behavioural support, or other direct client services
- Ensure clinical practices comply with applicable legislation, accreditation standards, professional codes of ethics, organizational policies, and contractual requirements.
- Ensures appropriate clinical supervision frameworks are in place and that employees providing clinical or client support services receive clinical supervision consistent with professional standards, organizational policy, and the employee's scope of practice
- Provides advanced clinical consultation and professional guidance to managers and clinical staff regarding complex client situations, risk assessment, ethical issues, and evidence-informed clinical decision-making

Clinical Quality Assurance

- Oversee the quality of clinical documentation and record keeping across the organization.
- Conduct periodic file and documentation reviews to ensure compliance with organizational standards, professional practice requirements, and funder expectations.

- Identifies trends and provides coaching and education to improve documentation quality and consistency.

Organization Management

- Participate in the development and implementation of the organization's strategic plan and contributes to corporate decision-making as a member of the senior leadership team.
- Maintains existing funding, identifies new funding opportunities, and responds to funder requirements and concerns.
- Support managers in expanding and establishing programs consistent with strategic plans and program goals.

Employee Management

- Supervise frontline management staff which includes, coaching, monitoring services, supporting managers through consultations, and ensuring core duties are being performed.
- Participate in the recruitment, and provide training, motivation and develop professional and knowledgeable managers.
- Work closely with the executive director and human resources regarding disciplinary and other sensitive management issues.

Administration

- Develops, monitors and is accountable for program operating budgets and ensures programs operate within approved funding allocations.
- Assist the agency in strategic planning which may include, developing and reviewing policies, securing funding and provide advice, feedback, and recommendations to the Executive Director.

Community/Capacity Building

- Promote the agency to community, service providers and stakeholder and participates in public events and sits on a variety of committees.
- Collaborate and works with Indigenous communities and resources as needed.

What We're Looking For

- **Education:** Master's degree Counselling Psychology, Clinical Psychology, Social Work, Marriage and Family Therapy, or another related clinical discipline.
- **Accreditation:** Current BCACC Approved Clinical Supervisor (RCC-ACS) designation, or Canadian Counselling and Psychotherapy Association (CCPA) preferred or another recognized clinical supervisor accreditation acceptable to the Society and its funders.
- **Experience:** At least Minimum three years' experience in a senior leadership or management role including at least two years providing clinical supervision.
- **Cultural Competence:** Demonstrated understanding of Indigenous culture, experience with trauma-informed practice, and a commitment to culturally sensitive leadership.
- **Knowledge & Leadership:** Demonstrated knowledge of clinical leadership, professional practice standards, quality improvement, risk management, and community-based health and social services. Experience leading multidisciplinary teams, supporting managers, and fostering evidence-informed, person-centred service delivery.
- **Leadership Competencies:** Proven ability to build collaborative relationships, mentor and develop leaders, manage complex clinical and operational issues, make sound decisions, and lead organizational change with integrity, accountability, and professionalism.

Required:

- Valid class 5 driver's license & satisfactory drivers abstract

- Criminal Record Check clearance

Why You'll Love Living Here

- Affordable housing, with Prince George's shopping, services, and amenities just one hour away.
- Access to lakes, forests, fishing, hiking, and year-round outdoor recreation.
- Strong sense of community.
- Short commute times and excellent work-life balance.

How to Apply:

Join our leadership team and help shape the future of clinical and community services in north-central British Columbia. Submit your resume and a cover letter outlining your leadership philosophy and relevant experience and qualifications for the position and include the job posting number:

Apply Via email: careers@connexus.ca

The Society is committed to equity, diversity, and inclusion. We encourage applications from all qualified candidates, especially those with lived experience in the communities we serve