



# Canopy Center

Dane County CASA • Oasis • Parent to Child

May 2021

Dear Applicant:

Thank you for your interest in the position of Oasis Clinical Director for the Canopy Center, Inc. Enclosed you will find information about the position as well as materials to be completed as part of your application.

A complete application must include the following items:

- Cover letter
- Résumé
- List of three professional references
- Completed application questions (see attached)
- Completed release statement (see attached)
- Completed federal reporting form (see attached)

Applications may be submitted to the following addresses (email or website upload preferred):

**Email**

[martia@canopycenter.org](mailto:martia@canopycenter.org)

**Website upload**

<https://canopycenter.org/how-to-help/careers.html> (near bottom of page)

**Mail**

Attn: Human Resources  
Canopy Center, Inc.  
2445 Darwin Rd., Suite 15  
Madison, WI 53704

The position will be posted until filled.

Sincerely,

Donna Fox, MSSW, CAPSW  
Executive Director

Enclosures

The Canopy Center is committed to continuously improving its environment to be one that is equitable and diverse. The Canopy Center celebrates the expression of individuality, intersectionality, and all identities among all staff and clients.

# CANOPY CENTER, INC. JOB ANNOUNCEMENT

## OASIS CLINICAL DIRECTOR



### AGENCY VISION AND MISSION

Our vision is to give every person an opportunity to have a voice in identifying and addressing their needs; and to provide social connections, to fully develop their sense of self and community.  
Our mission is to help strengthen families and support children, teens, and adults impacted by trauma and adversity.

### PROGRAM DESCRIPTION

The Oasis Program offers individual, family, and group therapy to people who have been affected by incest and child sexual abuse. For our youngest clients, five and under, we provide assessment and treatment for families impacted by any type of child abuse or neglect. The Oasis program model strives to increase the healthy functioning of families who participate in the program, and help children and non-offending parents or caregivers incorporate the experience of the abuse into their lives in a manner that reduces the short-term and long-term effects, as well as the cycle, of abuse. A second goal of the program is to help non-offending parents and caregivers learn more effective and protective strategies to better parent their child and to strengthen their relationship. For families impacted by incest, we work to support the family through the reunification process in collaboration with other involved professionals. The Oasis Program offers a variety of treatment modalities including Trauma-Focused Cognitive Behavioral Therapy, Play Therapy, Child Parent Psychotherapy, and EMDR. Services are provided in English and Spanish, and interpretation for other languages is available. Currently all fees for services are covered under grant and contract funding. In addition, the Oasis Program is proud to contribute to the education and learning of students training to become trauma-informed mental health providers through internship opportunities.

### POSITION SUMMARY

The Oasis Clinical Director (CD) is responsible for providing clinical supervision, consultation and training to all therapeutic staff to ensure a high quality of service to program clients; designing and implementing initial and on-going training programs for Oasis therapists and other agency staff as needed; maintaining a cohesive treatment philosophy; providing direct therapy services to a small caseload; and serving as the main Oasis liaison to the community on collaborative projects. The Oasis CD works closely with the Oasis Administrative Director as a leadership team, to ensure a high quality of service to clients and envision the growth and direction of the program.

### QUALIFICATIONS

The Oasis Clinical Director (CD) must have at least 8 years of clinical experience, with at least 5 years providing clinical supervision, knowledge of effective treatments for trauma and sexual abuse, and clear understanding of the clinical goals of the Oasis program. The CD must have a Master's Degree in Counseling or related field and be licensed in his/her discipline in the State of Wisconsin and able to provide clinical supervision for both licensed therapists and those working toward licensure. The CD should have demonstrated clinical consultation/supervision experience in sexual abuse treatment, community outreach and collaboration, and assessing training needs in clinical staff and providing/organizing staff training. The CD must demonstrate initiative, good follow through, and possess and use sound judgement in the professional arena.

### DUTIES

Co-Director Responsibilities (with Oasis Administrative Director)

- Design and implement initial and on-going training to Oasis therapists
- Conduct yearly staff evaluations
- Oversee therapists' schedules and caseloads to meet contract and grant commitments, including management of the program waitlist
- Maintain and enhance relationships and contact with other agencies and organizations in the community that serve families where sexual abuse has occurred or who share common missions

- Ensure utilization of appropriate outcome measures
- Analyze data and assessments to assure quality client services and adherence with contracts for funding sources, and prepare required reports per contract guidelines
- Conduct weekly Oasis team meetings with sections for both administrative and clinical oversight
- Ensure program is operating within the certification parameters necessary for mental health clinic licensing
- Assist with grant writing for the program, as needed

#### Clinical Service

- Provide consistent, on-going clinical supervision to Oasis therapists
- Research relevant trends in treatment field, make recommendations for application in program, and determine training needs
- Maintain a small caseload of clients
- Maintain knowledge of and adherence to HIPAA requirements
- Provide phone crisis management with individuals calling for services (initial contacts)

#### Oversight of Clinical Intern Program

- Provide general oversight to clinicians providing direct supervision to clinical interns
- Ensure contacts with graduate programs in counseling psychology, social work, and marriage and family therapy are in place to recruit interns for the program
- Oversee staff involvement in intern/volunteer training
- Oversee ongoing individual supervision to interns/volunteers

#### Program Community Liaison

- Advocate for system changes/development to enhance treatment for children and families through participation and consultation with area task forces, consortia, and ad hoc committees

Attend Program Coordination and full agency staff meetings

Other duties as assigned

### HOURS REQUIRED

32-40 hours per week which can be somewhat flexible but must cover the needs of the program and staff. One to two evenings per week may be necessary for group therapy sessions.

### OTHER REQUIREMENTS

- Master's degree in counseling or related field.
- Licensure in his/her discipline in the State of Wisconsin.
- Ability to provide clinical supervision to licensed therapists and those working toward licensure.
- Significant experience and training in Trauma-focused Cognitive Behavioral Therapy and child sexual abuse treatment.
- Ability to lift up to 25 lbs.

### SALARY AND BENEFITS

Salary negotiable based on qualifications. Long-term disability and life insurance policy premiums paid in full by agency. Health insurance is available for employees working 30 or more hours per week, with single coverage paid 90% by the agency. SIMPLE IRA payroll contribution available with agency match. A full Benefits Summary is included in the application packet.

### TO APPLY

Download application packet from website at <http://canopycenter.org/how-to-help/careers.html>, or contact the Human Resources Manager at [martia@canopycenter.org](mailto:martia@canopycenter.org) to receive an application packet. Must return cover letter; resume; a list of three professional references; answers to application questions; completed release statement; and completed federal reporting form. Position will be posted until filled.

The Canopy Center is committed to continuously improving its environment to be one that is equitable and diverse. The Canopy Center celebrates the expression of individuality, intersectionality, and all identities among all staff and clients.



# CANOPY CENTER, INC.

## Benefits Summary

**Health-Vision Insurance** Agency-sponsored policy available to all regular employees, 30 hours or more, with a premium paid 90% by the Agency for the single coverage. Employees wishing to add a spouse, domestic partner or dependent will have the Agency cover 70% of the premium. Family premiums are paid 50% by the Agency. Eligible employees may begin coverage on the first of the month following 30 days from date of hire. *(Amended 11/18/14)*

**Dental Insurance** Available to all regular employees, 20 hours or more. Employees may choose a single or family coverage with the premium paid 100% by the employee. Employee must choose a primary dentist from the Dentist Provider list. Diagnostic, preventative and restorative services are covered at 100%; extractions, endodontics (except wisdom teeth, covered at 50%) and periodontics are covered at 80%; and major restorative, prosthodontics and orthodontics (for covered family members age 18 and under) are covered at 50%. There is an annual non-orthodontic maximum of \$1,200. All premiums will be deducted pre-tax from payroll. Eligible employees may begin coverage on the first of the month following 30 days of hire.

**Group Life Insurance** Available to all regular employees, 20 hours or more, with premiums paid 100% by the Agency. This benefit provides insurance benefits of \$10,000 to your beneficiary if your death occurs while you are in our active employment and prior to your retirement. Eligible employees may begin coverage on the first day of the month following 3 months of employment.

**Long-Term Disability Insurance** Available to all regular employees, 20 hours or more, with premiums paid 100% by the Agency. This benefit provides income continuation coverage of 60% of an employee's salary during prolonged disability following a qualifying period of 90 calendar days. Coverage begins the first of the month following 3 months of employment for eligible employees. *(Amended 9/1/05)*

**Retirement savings:** Simple IRA plan available to all employees after one year of employment if they have earned a minimum of \$5,000 during that year, and who are expected to earn a minimum of \$5,000 in the following year. The agency matches up to 3% of annual salary if employee makes personal contributions to the plan. *(Amended 3/1/17)*

Additional retirement accounts are available to all regular employees. This benefit allows employees to contribute a portion of their compensation into a personal retirement savings account. All contributions to these plans are made solely by the employee. Accounts are established on an individual basis so that upon termination with the agency, the employee may continue to contribute to the account if they so choose. Investment options, tax benefits and withdrawal restrictions are dependent on each employee's individual situation. *(Amended 11/18/14)*

**Flexible Spending Account** Available to all regular employees, 20 hours or more, with 100% of administration costs paid by the Agency. This IRS approved tax-savings program allows you to save taxes by paying for certain expenses on a before-tax basis. Employees can put pre-tax dollars into this account to cover the cost of certain out-of-pocket expenses for themselves and their dependents. Annual limit of \$2500 for medical reimbursement and \$5000 for dependent care and may rollover up to \$500 each year. Eligible employees may begin coverage on the first of the month following 30 days from date of hire. *(Amended 1/1/14)*

**Employee Assistance Program (EAP)** Available to all employees and interns and their family members. The EAP funds up to five short-term counseling sessions through an independent agency, and can assist with many personal, family, and/or job-related stressors and challenges. It is 100% funded by the agency and strictly confidential. *(Amended 2/27/2019)*

**AFLAC Insurance** Available to all employees (if taking short-term disability policy, employee must be 30 hours or more). Existing employees may sign up for coverage at any time if the premium is being deducted from payroll post-tax. To deduct the premium pre-tax, employees must sign up for coverage during open enrollment each December. A representative from AFLAC Insurance will meet individually with each employee to review insurance options.

**Paid Vacation Benefits** Available to all regular employees, 20 hours or more. Each qualifying employee earns an equivalent (based on FTE) of:

80 hours or 2 weeks during first year of employment

120 hours or 3 weeks during second and third year of employment

160 hours or 4 weeks during the fourth and subsequent years of employment

**Paid Sick Time Benefits** Available to all regular employees, 20 hours or more. Each qualifying employee earns an equivalent of two weeks of sick leave per year. Sick time is carried over from one year to the next until the amount of sick time available equals a maximum of 12 weeks (or 480 hours for 40-hour employee).

**Paid Holiday Time** Available to all regular employees, 20 hours or more. The following holidays are observed: New Year's Day, Martin Luther King, Jr. Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve Day (1/2 day). Each qualifying employee earns an equivalent of 84 hours of Holiday pay per year (this includes time for two personal holidays).

**Compensatory Time** Available to all regular salaried employees. Compensatory time may be given for hours worked over the number of typically scheduled hours, with **prior** approval from supervisor. Maximum Compensatory time accrued shall not exceed one week of normal hours (40 hours for full-time employee). Compensatory time must be used before any other accrued time is used (vacation, holiday or sick). Compensatory time not used within two months will be lost.

**Staff Health and Wellness Fund** Available to all employees and interns. The Staff Health and Wellness Fund provides for activities that enhance mental, physical, social, and emotional health for staff, thereby resulting in improved individual well-being, productivity, and morale, as well as connection and camaraderie among all staff. Funds are used for activities for all staff and for specific program staff. *(Amended 2/27/2019)*

**Continuing Education** Available to all regular employees, 20 hours or more. Workshops/conference attendance, pre-approved by the employee's direct supervisor and the Executive Director, will be paid for by the agency. In addition to conference fees, travel, lodging, mileage, and work hours will be covered by the agency.

**Pay periods** Employees are paid on the 15<sup>th</sup> and last day of each month.



**CANOPY CENTER, INC.**  
**Application Questions**  
Oasis Clinical Director

**Instructions:**

Please include the following information when you submit your cover letter and résumé for the Oasis Clinical Director position at the Canopy Center.

- 1) Basic Qualifications of Position – please CLEARLY state how you meet the qualifications either on a separate form or within your cover letter and résumé:
- a) Master's degree in Counseling, Social Work, Marriage and Family Therapy, or other related field
  - b) Licensed within your discipline in the State of Wisconsin
  - c) 8 years of clinical experience
  - d) 5 years of experience providing clinical supervision
  - e) Knowledge and experience with trauma and child sexual abuse

- 2) Please answer the following questions:

- a) Are you proficient in Microsoft Office (specifically, Word and Excel) and willingness to learn new software for client health information management as needed? PLEASE NOTE, A BRIEF COMPUTER COMPETENCY TEST WILL BE GIVEN PRIOR TO INTERVIEW.

\_\_\_\_\_Yes \_\_\_\_\_No

- b) If required, do you have a valid Wisconsin driver's license?

\_\_\_\_\_Yes \_\_\_\_\_No

- c) Have you been placed on probation, parole, released from incarceration, or paid a fine for a misdemeanor or a felony? Please note a conviction will not necessarily disqualify you from employment. It will be considered only as it may relate to the job you are seeking.

\_\_\_\_\_Yes \_\_\_\_\_No

- d) This position is 40 hours per week which can be somewhat flexible but must cover the needs of the program and staff. Current time requirements include:

- All staff meeting on the second Wednesday of each month, 12:00 pm – 1:30 pm
- Program coordination meeting on the fourth Tuesday of each month, 12:00 pm – 1:30 pm
- Up to 2 evenings per week for group therapy sessions

Does this schedule work for you?

\_\_\_\_\_Yes

\_\_\_\_\_No, please specify conflicts \_\_\_\_\_

- e) How did you learn of the position opening with our agency?

\_\_\_\_ Agency website

\_\_\_\_ Job Announcement posting – if so, where? \_\_\_\_\_

\_\_\_\_ Word of mouth

\_\_\_\_ Other \_\_\_\_\_



# CANOPY CENTER, INC..

## Federal Government Reporting Form

The following information is requested to meet requirements for federal government reporting, payroll and fringe benefits, procedures, and research purposes. In responding, applicants will know that the data will be used for these purposes only and that federal, state, and county laws forbid discrimination based on age, sex, race, religion, handicap or ethnic group.

Name\_\_\_\_\_ Sex Female\_\_\_\_ Male\_\_\_\_ Other\_\_\_\_

Current Date\_\_\_\_\_ Date of Birth\_\_\_\_\_

Position applied for\_\_\_\_\_

Disability, if any Yes\_\_\_\_ No\_\_\_\_

Ethnic/Racial Background Alaskan Indian\_\_\_\_\_

African American/Black\_\_\_\_\_

American Indian\_\_\_\_\_

Asian\_\_\_\_\_

Hispanic/Latino\_\_\_\_\_

White/Caucasian\_\_\_\_\_

Armed Forces Veteran Yes\_\_\_\_ No\_\_\_\_



# CANOPY CENTER, INC.

## Employee Verification, Authorization & Release Statement

I certify that the information provided by me in my application for employment is true and complete to the best of my knowledge. I understand that if I am employed, any false statements or omissions can lead to my immediate dismissal, and I agree that Canopy Center, Inc. shall not be held liable in any respect if my employment is terminated for that reason. You are hereby authorized to verify the information I have supplied and to conduct any investigation of my personal history. I authorize the companies, schools, and persons that I have identified in my application or resume, or any references provided separately, to give any information requested regarding my employment, character, and qualifications, and release and hold harmless Canopy Center, Inc., and the companies, schools, and persons from any liability.

---

Signature

---

Date

---

Printed Name