



Job Title: Clinical Director

Location: Annandale, VA (In-Person or Hybrid)

Employment Type: Full-Time or Part-Time

FLSA: Likely Exempt (when full time)

Pay: \$90,000 to \$130,000; consider performance bonus 5-20% of salary if targets are met

About Saayeg Wellness Center

As a Veteran-Owned business, Saayeg Wellness Center blends clinical excellence with human-centered care. Based in Annandale, VA, our team of therapists, counselors, and assessors supports individuals and families through anxiety, trauma, depression, and life transitions. We're passionate about helping our community rediscover balance and resilience through evidence-based, inclusive, and collaborative behavioral health services.

Position Overview

We are seeking an experienced, licensed, and values-driven Clinical Director to lead and oversee the delivery of high-quality behavioral health services. The Clinical Director plays a vital role in ensuring clinical excellence, regulatory compliance, and the integration of evidence-based practices across all levels of care. This leadership position blends strategic planning, supervision, and direct clinical oversight to support a compassionate and collaborative environment for both clients and providers.

Key Responsibilities

Clinical Oversight & Compliance

- Lead and supervise the clinical team, including therapists, counselors, and assessors.
- Ensure compliance with state and federal regulations, accreditation standards (e.g., HIPAA, CARF, Joint Commission), and ethical guidelines.
- Oversee documentation, quality assurance processes, and treatment planning to uphold clinical integrity.



Leadership & Staff Development

- Provide individual and group supervision in accordance with licensure requirements.
- Lead hiring, onboarding, and performance evaluations for clinical staff.
- Foster a supportive, inclusive, and growth-oriented clinical culture.
- Support the implementation of diversity, equity, and inclusion in all clinical practices.

Program Development & Strategy

- Collaborate with leadership to design, evaluate, and improve clinical programs and services.
- Monitor client outcomes and implement quality improvement initiatives.
- Develop and implement training initiatives to maintain high standards of care and professional development.

Client Services

- Maintain a small caseload (if applicable), providing direct services such as assessments, individual or group therapy, or crisis intervention.
- Serve as the point of escalation for complex clinical issues and support multidisciplinary collaboration.

Qualifications

- **Education:** Master's or Doctoral degree in Counseling, Social Work, Psychology, or a related field.
- **Licensure:** Active, unrestricted clinical license (e.g., LCSW, LPC, LMFT, PhD, PsyD) in Virginia.
- **Experience:** Minimum 5 years of clinical experience, with at least 2 years in a supervisory or leadership role.
- Strong knowledge of behavioral health treatment modalities, trauma-informed care, and outcome-based practices.
- Demonstrated ability to lead diverse teams and build a culture of accountability and care.



Physical & Mental Requirements

The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job, with or without reasonable accommodation:

- **Physical Requirements:** Ability to sit, stand, and walk for extended periods; occasionally lift or move up to 15 pounds; perform repetitive hand and wrist motions; use a computer and telephone frequently.
- **Cognitive/Emotional Requirements:** Ability to maintain attention and concentration for extended periods; handle multiple tasks and prioritize; communicate effectively with clients and team members; exercise sound clinical judgment; manage emotional intensity in a behavioral health setting.
- **Work Environment:** Primarily office or clinical setting. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this role.

What We Offer

- Supportive, mission-driven work environment with an emphasis on collaboration
- Flexible scheduling and potential hybrid work model
- Competitive compensation and professional development opportunities
- The chance to make a meaningful impact in a growing wellness center deeply rooted in community care