

Join Orion Family Services as a Program Supervisor—Community-Based Mental Health.

You'll work alongside therapists, offering reflective supervision while staying connected through a small caseload of your own. This role is well suited for an independently licensed clinician who values growth, cultural humility, and adapting practice to meet people where they are. You'll help strengthen systems, nurture staff well-being, and contribute to a culture that values learning, trust, and belonging. If you're drawn to leadership that is thoughtful, relational, and deeply human, Orion may be the place for your next chapter.

Primary Job Responsibilities:

- Direct Service Delivery (10-15%)
 - Carry an active caseload consistent with school-based and community-based program expectations.
 - Provide culturally responsive, strengths-based, and client-centered therapeutic services in community or school settings.
 - Complete documentation in accordance with outpatient standards and agency expectations.
 - Provide crisis intervention, system coordination, and engagement with families as needed.
- Staff Supervision & Workforce Development (50-60%)
 - Provide reflective supervision to assigned clinicians delivering community-based services.
 - Support staff in skill-building, cultural responsiveness, crisis intervention, and case formulation.
 - Assist with onboarding and mentoring of new clinicians.
 - Identify training and workforce needs and elevate them to the Program Manager.
- Program Operations & Compliance (20-30%)
 - Monitor documentation for timeliness, accuracy, and alignment with agency and program standards.
 - Support caseload distribution, schedule coordination, and workflow adherence.
 - Track clinical indicators and elevate concerns related to risk or performance.
- Internal Program Improvements & Organizational Enhancement (5-10%)
 - Recommend improvements in workflows or documentation processes.
 - Bring forward insights to support program development, program evaluation, and operational improvements.
 - Contribute to internal projects related to service quality, documentation, consistency, and outcomes.
 - Lead or contribute to initiatives advancing the health of the organization and enhancing understanding of Orion systems and practices.

The percentages listed reflect typical ranges for how the role's responsibilities are distributed over time. Actual allocations vary based on program needs, staffing patterns, and organizational priorities. These ranges are intended to provide clarity—not rigid limits—and should be interpreted as directional rather than prescriptive.

Qualifications:

- Master's degree in social work, counseling, psychology, or related field required.
- Independent Wisconsin clinical license required (LCSW, LPC, LMFT, Psychologist).
- Minimum two years of clinical experience required
- Experiencing supervising clinical staff preferred
- Experience in community-based or school-based mental health strongly preferred

Additional Requirements:

- Must have a valid driver's license, insurance, and good driving record.
- May be required to use own vehicle.
- Must maintain auto insurance to specified levels, with proof of insurance presented annually.
- Must pass annual background check and annual driving record background check.
- Must maintain professional credentials.
- Must complete trainings as required for agency compliance.
- Ability to work independently and engage in ethical decision-making
- Understanding of confidentiality and HIPAA requirements

Compensation:

- Anticipated hiring range: \$65,000-\$72,000
 - Offer is based upon experience, qualifications, and internal equity
- This is a full-time benefits eligible position. Benefits include:
 - Medical, Dental and Vision insurance
 - Life Insurance
 - Employee Assistance Program
 - Vacation/Wellness Time
 - Retirement Plan
 - HSA/FSA
 - ... and more

How To Apply

Please email your resume with a letter of qualifications/interest as a combined PDF with the subject line of "Supervisor-CBMH: (your name)" to careers@orionfamilyservices.org.

For assured consideration, submit materials by February 16, 2026.

Applications will be accepted until the position is filled.

Orion Family Services provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. Individuals from typically underrepresented populations, women, minorities, veterans, with disabilities encouraged to apply.