

Flourish with Carya



Clinical Supervisor

ABOUT THE ROLE

Location: Central Commons, 800-1000 7 Ave SW

Full Time Regular: 37.5 hours per week **Salary:** \$69,600 - \$90,000

The **Family and Older Adult Counselling** Clinical Supervisor is a key member of Carya's counselling team. Working closely with the Manager, this role supports day-to-day service delivery, provides clinical guidance to staff, and helps ensure participants receive professional, responsive, and high-quality counselling services that align with departmental objectives.

WHO YOU ARE

- You're a supportive clinical leader who helps staff navigate complex situations with care, confidence, and sound judgement.
- You're a strong coach and communicator who builds trust, gives helpful feedback, and brings people together around shared goals.
- You're committed to quality service and care about responsive programs, strong practice, and meaningful outcomes for the people Carya serves.

WHAT YOU WILL DO

Clinical Leadership and People Support

- Provide regular clinical supervision, consultation, coaching, and performance feedback to staff.
- Support staff with complex clinical situations, ethical decision-making, urgent practice matters, and client concerns.
- Foster a collaborative, values-aligned team culture that supports safe, effective, and responsive service delivery.
- Support staff orientation, learning, professional development, and day-to-day practice guidance in collaboration with the Manager.

Program Quality and Continuous Improvement

- Oversee the delivery of counselling and community-based services in alignment with program goals, funder requirements, professional standards, and Carya's mission, vision, and values; this may include carrying a small caseload as needed.
- Monitor documentation, client records, program data, and reporting practices to support quality, accountability, and continuous improvement.
- Support program planning, evaluation, outcome measurement, and implementation of service improvements.
- Identify emerging client, staff, and community needs and provide recommendations to strengthen programs and services.

Collaboration and Community Engagement

- Build and maintain strong relationships with staff, colleagues, community partners, funders, and systems of care.
- Represent Carya professionally in internal, community, and collaborative meetings as required.
- Support effective team communication, coordination, and integration across programs and services.
- Contribute program information, outcome data, or operational input to support reporting, proposals, and funding-related activities as needed.



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WHAT YOU BRING

- A master's degree in Social Work, Psychology, or Counselling Psychology.
- Active registration in good standing with the Alberta College of Social Workers (ACSW), the College of Alberta Psychologists (CAP), or a Canadian Certified Counsellor (CCC) designation through the Canadian Counselling and Psychotherapy Association (CCPA).
- A minimum of 3 years of supervision experience in a counselling, clinical, or human services environment.
- Direct experience working with families, older adults, and people across the lifespan in a counselling setting.
- Experience supporting clinical practice, ethical decision-making, staff development, and team effectiveness.
- Strong written and verbal communication skills, with the ability to provide clear feedback, documentation, and reporting.
- Experience with group education, teaching, program design, and relevant theoretical frameworks, including developmental, learning, family systems, and group theory.
- Experience with program evaluation, outcome data collection, client management systems, and data-informed practice.
- Proficiency with Microsoft 365, including SharePoint, Word, Teams, and Outlook; familiarity with Excel is required.
- Strong attention to detail and the ability to maintain discretion and confidentiality.
- Experience in the non-profit sector is considered an asset.
- Experience with research and/or grant writing is considered an asset.

WHY JOIN TEAM CARYA

Be part of a community of over 100 passionate professionals who live our values of Respect, Kindness, Creativity, Collaboration, Belonging, and Wellness. Together, we make a difference in the lives of more than 40,000 Calgarians every year.

At Carya, we offer:

- **Exceptional work–life balance.** We empower our team to thrive by valuing rest and renewal. Enjoy ample time off, including three (3) weeks paid vacation pro-rated to start date, personal days, and office closure days, so you can bring your best self to work and beyond.
- **Comprehensive benefits.** We invest in your wellbeing and future. You have the opportunity to enrol in employer-paid extended health coverage, including an annual health spending account, after three (3) months, as well as co-pay dental and an RRSP matching program after six (6) months. This support helps employees stay healthy, focused, and confident.
- **Flexibility and support.** We prioritize the growth and development of our team. Our collaborative environment encourages learning, skill-building, and taking initiative, empowering you to make a meaningful impact every day.
- **A culture of belonging.** We value your unique strengths and perspectives. By celebrating diversity and fostering inclusion, we create a workplace where everyone can contribute fully and feel empowered to succeed.

CLOSING DATE

Until a suitable candidate is found.

HOW TO APPLY

Please apply through our online recruitment platform at www.caryacalgary.ca. Create an account to upload your resume and cover letter (PDF preferred). Please note that applications submitted without a cover letter will not be considered. We appreciate all expressions of interest, however only candidates selected for an interview will be contacted.



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Equal Employment Opportunities, Requesting an Accommodation, and Other Employment Statements

Carya is deeply committed to building a workplace where inclusion is not only valued but prioritized. We are proud to be an equal-opportunity employer, seeking to create a welcoming and diverse environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, family status, marital status, sexual orientation, national origin, genetics, neurodiversity, disability, age, or veteran status, or any other non-merit based or legally protected grounds.

Carya is committed to providing reasonable accommodations to qualified individuals with disabilities in the employment application process. To request an accommodation, please contact People & Culture by email at HR@caryacalgary.ca in advance of your interview.

The successful candidate must satisfactorily complete a Police Information Check with Vulnerable Sector Search and a Child Intervention Record Check (IRC). Carya will provide a digital voucher for the successful candidate within city limits or reimburse the cost for those living outside city limits.

