

Market Range Detail - Counseling Supervisor

Effective Date

February 29, 2016

Market Range Title Description

The primary functions of positions within this market range title are providing direct clinical and administrative supervision of master's level professional Counselors, including planning, organizing, and evaluating the work of subordinates, and resolving personnel issues and daily operational issues. Work at this level often includes advanced certification and interacting with other professionals such as psychiatrists, physicians, etc. Typical responsibilities include training staff, monitoring quality control in the assigned service area, consulting on complex cases, performing complex and sensitive counseling work, participating in cross-organizational committees and task forces, compiling statistical information and writing reports; interpreting, recommending, drafting, and implementing policies or procedures related to specific programs, contract and budget oversight.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$26.00	\$31.83	\$37.65

Likely Minimum Qualifications

- Master's degree in Counseling, Marital and Family Counseling, Social Work, Psychology or another closely related field is required
- 3 years of counseling experience within a closely related environment
- May require a Licensed Clinical Social Worker (LCSW), or Licensed Professional Counselor (LPC) designation
- Prior lead and/or supervisory experience is preferred

Working Titles

- Counseling Supervisor
- Court Conciliator Supervisor
- Mental Health Professional Supervisor

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.