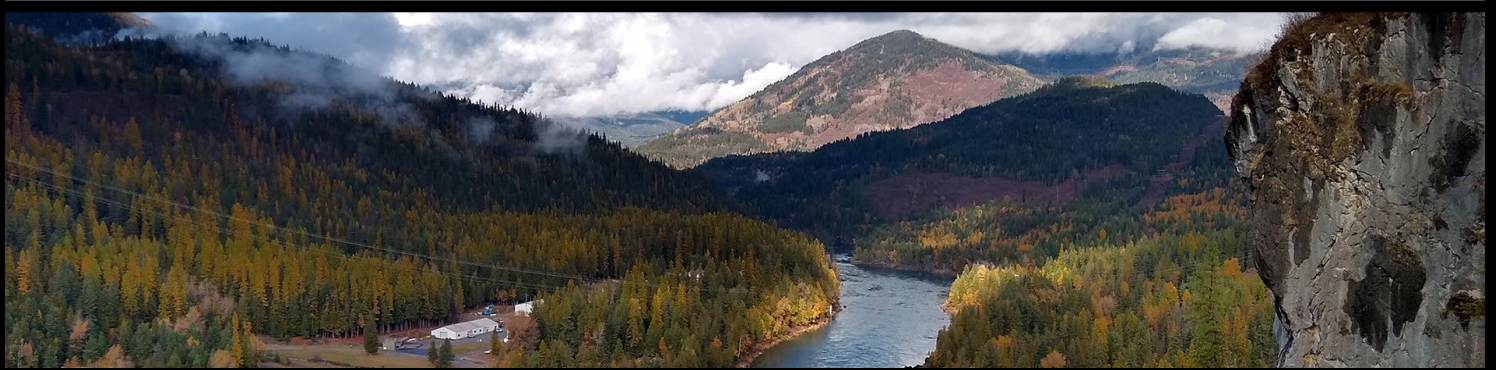


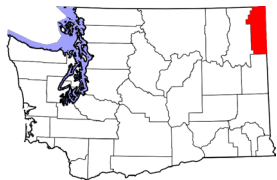


**CLINICAL DIRECTOR**  
**\$91,000 - \$114,887 DOQ**  
*Plus Excellent Benefits*

*Apply by*  
**January 4, 2026**  
*(Applications Reviewed as Submitted, Open Until Filled)*



## THE COMMUNITY



Pend Oreille County, located in the northeastern corner of Washington State, shares its borders with Idaho and Canada. With a population of approximately

13,600 residents, the county is renowned for its old-growth trees and abundant wildlife, including elk, white-tailed deer, moose, bobcats, bears, and numerous bird species. Outdoor enthusiasts can enjoy activities such as hiking, camping, fishing, and wildlife viewing in areas like the 440-acre Pend Oreille County Park. In addition, the Pend Oreille River, one of the few northward-flowing rivers in North America, offers opportunities for boating, fishing, and paddling along the 70-mile Pend Oreille River Water Trail. This trail provides access to environmental and historical points of interest, picnic spots, and campsites, making it ideal for family and fresh air activities.

The county's name originates from French trappers' description of the ear pendants worn by local Indigenous tribes. Today, the Kalispel Tribe maintains a 4,557-acre reservation within the county, preserving its rich Native American heritage. History enthusiasts can explore old mines, logging camps, pioneer homes, and historical buildings throughout the area.

Pend Oreille County's economy has traditionally been based on natural resource extraction, particularly zinc and lead mining. In recent years, the County has attracted manufacturing industries, drawn by its abundant, inexpensive hydroelectric power and the appeal of rural living.

## THE COUNTY

Created in 1911, Pend Oreille was the last county created in the state. The current population is nearly 15,000. Newport, with a population of 2,276, is the largest town in the County and is the county seat. The Board of County Commissioners serve as the County's legislative authority and as the chief administrators for county operations. The three Commissioners are elected to four-year terms. The Board adopts and oversees the budget and oversees departments not under another elected official such as Public Works, Community Development, Counseling Services, Human Resources, and Information Technology Services.

## THE DEPARTMENT & POSITION

The Pend Oreille County Counseling Services (POCCS) department is dedicated to fostering hope, healing, and resilience by providing accessible, compassionate behavioral healthcare that honors individual dignity and cultural values while empowering community members to achieve wellness goals. Services and programs provided by the department's 31 FTEs include Outpatient Mental Health Services, Intensive Outpatient Substance Use Treatment Services, the WISe Program, the Recovery Navigator Program, the Prevention Program, and Crisis Services. These programs provide comprehensive outpatient mental health and substance use services for adults and children, individual and group counseling, school based and community-based counseling, and peer counseling. POCCS has a highly trained staff, well-developed internship program, and is actively expanding group, family, and children's services.

Reporting to the Director of Counseling Services, the Clinical Director oversees the department's Substance Use and Mental Health Programs, ensuring compliance with regulations and contractual requirements. This role includes providing direct mental health and substance abuse services such as intakes, assessments, therapy, crisis intervention, and case management. The Clinical Director recruits, hires, evaluates, and develops staff, ensuring proper credentialing and training. They provide individual and group supervision, develop clinical practice protocols, and foster teamwork. Collaborating with the public and employees, the Clinical Director plays a key role in delivering high-quality services that meet the community's needs. To view the full job description, please view the attachment found [here](#).

To learn more about POCCS, please visit: [www.pendoreille.gov/counseling-services](http://www.pendoreille.gov/counseling-services)





## EDUCATION & EXPERIENCE

- A master's degree from an accredited institution in mental health counseling, social work or closely related field.
- Possession of a valid National Provider Identification Number (NPI).
- Candidates must possess education, training or experience, which clearly demonstrate knowledge and skills related to management, quality assurance, Evidence Best Practices of methods and techniques for diagnosing and treatment of substance abuse and psychiatric disorders, treatment care planning, evaluation, and programming, along with a good understanding of concepts and principles of patient advocacy in both the mental health and substance use field.
- Candidates must not be a State or Federal (OIG) excluded provider, in any capacity for Medicare, Medicaid, and all Federal health care programs.
- Candidates must have no history of alcohol or other drug misuse for a period of three years before employment.
- Candidates must have knowledgeable of relevant Federal, State, Regional and local health laws, policy, codes, and standards, and meet supervisory requirements (per WAC 246-809-234 and/or WAC 246-811-049).
- Candidates must have a familiarity with, and actively engage in integration efforts with multiple systems of care providers, to include primary care.
- The selected candidate must have possession of a valid State of Washington issued credential to practice as a Mental Health Professional, without restriction, probation, or limiting condition. Dual licensure is preferred.



## COMPENSATION & BENEFITS

- **\$91,000 - \$114,887 DOE**
- Subsidized medical insurance for the employee.
- Optional dental, vision, and medical coverage for dependents.
- Washington State retirement pension is applicable, plan choices vary.
- County-paid benefits which include life insurance, long-term disability, and Employee Assistance Program.
- 12 days of sick leave per year.
- 12 days of paid vacation per year. Increases after 5 years of service.
- 12 paid holidays.
- Pend Oreille County offers a wide range of optional benefits, we are sure that there is a plan to suit your needs.

**For more information on  
Pend Oreille County, please visit:  
[www.pendoreille.gov](http://www.pendoreille.gov)**

Pend Oreille County is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **January 4, 2026**. Applications will be reviewed as submitted. This position is open until filled. Application materials will only be accepted electronically. To **apply online**, go to **[www.prothman.com](http://www.prothman.com)** and click on "**Open Recruitments**", select "**Pend Oreille County, WA – Clinical Director**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.

**PROTHMAN**

**[www.prothman.com](http://www.prothman.com)**

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