

Psychology Clinic Director

 [Psychology](#) ([/taxonomy/term/95](#))

 Thunder Bay

 Full-time,

Permanent

Overview

The Department of Psychology is seeking an experienced and collaborative Psychology Clinic Director to provide leadership and oversight of the Psychology Clinic. Reporting to the Director of Clinical Programs, the Psychology Clinic Director will operationalize the direction and goals of the Department's Clinical Psychology Programs within the Clinic.

The position provides leadership across clinic operations, clinical training coordination, supervision, quality assurance, program evaluation, and strategic collaboration. The Psychology Clinic Director will work closely with students, clinical supervisors, faculty, staff, clients, and community partners to support high-quality clinical services and student training within the Department's scientist-practitioner model.

Responsibilities

Clinic Leadership and Operations

- Provide leadership and oversight of the day-to-day operations of the Psychology Clinic.
- Coordinate staffing and external service providers to support clinical activities and student training.
- Assess staffing needs and support the recruitment, retention, mentoring, and development of qualified staff and service providers.
- Establish and maintain effective clinic policies, procedures, workflows, scheduling, intake, referral, triage, and client service systems.

- Coordinate client caseloads and service delivery in accordance with student competencies, training objectives, and program priorities.
- Oversee clinic resources, including space, equipment, supplies, and other operational requirements.
- Monitor clinic revenue and expenses, support budget management, and identify opportunities for funding and resource development.
- Maintain secure systems for clinical records and materials in accordance with privacy legislation, professional standards, and University requirements.
- Lead the development and implementation of quality assurance and quality improvement processes within the Psychology Clinic.
- Establish and monitor key performance indicators related to service access, wait times, client outcomes, training quality, and other relevant measures.
- Design and oversee program evaluation activities assessing the effectiveness, efficiency, and impact of clinic services and training, and report findings regularly to Psychology Programs/Department.
- Use clinic data and outcome measures to inform decision-making, continuous improvement, and strategic planning.
- Integrate evidence-based and outcome-informed approaches into clinical services and student training.
- Ensure clinic activities comply with applicable professional, ethical, privacy, and accreditation standards.
- Coordinate clinical training activities and practicum placements within the Psychology Clinic.
- Review practicum applications and coordinate communication with students and the Department.
- Coordinate student onboarding, orientation, practicum assignments, supervision, and client caseloads.
- Provide direct clinical supervision and/or coordinate clinical supervision for students.
- Provide developmental supervision that reflects individual student needs and competency levels.
- Monitor student clinical performance, progress, and competency development.
- Provide constructive feedback and support students in developing their clinical skills.
- Identify and address concerns related to student performance, professionalism, or ethical practice.
- Develop and oversee student support or remediation plans in consultation with the Department and relevant program leadership.
- Monitor clinical service delivery to ensure safe, ethical, and effective client care while supporting appropriate student learning experiences.
- Work collaboratively with the Department of Psychology and Clinical Psychology Programs to align Clinic operations with academic, curricular, training, and strategic priorities.

- Support the integration of clinic-based training with academic programming and clinical coursework.
- Participate in Departmental clinical training activities and committees.
- Identify opportunities to enhance clinic services, training capacity, sustainability, and community impact.
- Develop and implement innovative, evidence-informed approaches to clinical service delivery and training.
- Collaborate with faculty, staff, students, and community partners on initiatives that support clinical training and service delivery.
- Monitor and evaluate alignment between Clinic activities and Departmental and Program goals and recommend adjustments as appropriate.
- Identify and explore funding and partnership opportunities that support the sustainability and growth of the Clinic.

Quality Assurance and Program Evaluation

- Lead the development and implementation of quality assurance and quality improvement processes within the Psychology Clinic.
- Establish and monitor key performance indicators related to service access, wait times, client outcomes, training quality, and other relevant measures.
- Design and oversee program evaluation activities assessing the effectiveness, efficiency, and impact of clinic services and training, and report findings regularly to Psychology Programs/Department.
- Use clinic data and outcome measures to inform decision-making, continuous improvement, and strategic planning.
- Integrate evidence-based and outcome-informed approaches into clinical services and student training.
- Ensure clinic activities comply with applicable professional, ethical, privacy, and accreditation standards.

Clinical Training and Supervision

- Coordinate clinical training activities and practicum placements within the Psychology Clinic.
- Review practicum applications and coordinate communication with students and the Department.
- Coordinate student onboarding, orientation, practicum assignments, supervision, and client caseloads.
- Provide direct clinical supervision and/or coordinate clinical supervision for students.
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- Monitor student clinical performance, progress, and competency development.
- Provide constructive feedback and support students in developing their clinical skills.
- Identify and address concerns related to student performance, professionalism, or ethical practice.
- Develop and oversee student support or remediation plans in consultation with the Department and relevant program leadership.
- Monitor clinical service delivery to ensure safe, ethical, and effective client care while supporting appropriate student learning experiences.

Strategic Collaboration and Program Alignment

- Work collaboratively with the Department of Psychology and Clinical Psychology Programs to align Clinic operations with academic, curricular, training, and strategic priorities.
- Support the integration of clinic-based training with academic programming and clinical coursework.
- Participate in Departmental clinical training activities and committees.
- Identify opportunities to enhance clinic services, training capacity, sustainability, and community impact.
- Develop and implement innovative, evidence-informed approaches to clinical service delivery and training.
- Collaborate with faculty, staff, students, and community partners on initiatives that support clinical training and service delivery.
- Monitor and evaluate alignment between Clinic activities and Departmental and Program goals and recommend adjustments as appropriate.
- Identify and explore funding and partnership opportunities that support the sustainability and growth of the Clinic.

Qualifications

- Registration and good standing with the College of Psychologists and Behaviour Analysts of Ontario.
- Minimum of 8 years of experience in clinical service delivery.
- Minimum of 5 years of experience providing clinical supervision and program administration.
- Comprehensive knowledge of the scientist-practitioner model and its application within an academic clinical training environment.

- In-depth knowledge of clinical assessment and intervention, ethical and professional standards of practice, and CPA accreditation requirements.
- Demonstrated competence in clinical supervision, including developmental supervision models.
- Declared clinical competence to work with a range of populations (e.g., children, adolescents, adults).
- Demonstrated experience supporting students experiencing challenges in clinical training, including identifying and addressing performance or competency concerns.
- Experience developing and implementing individualized learning, support, or remediation plans.
- Strong knowledge and demonstrated experience with quality assurance and quality improvement methodologies.
- Experience with program evaluation, including designing, implementing, and interpreting evaluation activities.
- Knowledge of clinical administrative and operational systems, including client intake and triage, scheduling, supervision coordination, and clinic workflow management.
- Knowledge of privacy legislation, secure record-keeping practices, and risk management procedures.
- Experience developing and implementing policies and procedures and supporting compliance with legal, ethical, professional, and institutional requirements.
- Strong organizational, leadership, interpersonal, and communication skills.
- Demonstrated ability to work collaboratively within a University and Departmental governance structure.
- Ability to manage complex and sensitive clinical, training, operational, and student-related matters using sound professional judgement.

The Department of Psychology is located on both the Thunder Bay and Orillia campus with this position being located at the Thunder Bay campus. Thunder Bay is located on Lake Superior in beautiful Northwestern Ontario; home to affordable living; thriving food and arts communities; and four-season, world class outdoor recreation (<https://vimeo.com/484127771> (<https://vimeo.com/484127771>)). The Department offers arts and science undergraduate programs, graduate programs in Psychological Science (MSc and PhD), MA Clinical Psychology, and CPA-accredited PhD Clinical Psychology programs at the Thunder Bay campus and an HBA psychology program at the Orillia campus. The Clinical Psychology program provides generalist clinical training and has over 40 students completing MA and PhD degrees. There is a new on-campus Psychology Clinic for student training, and longstanding relationships with community organizations where students complete advanced placements.

For further information, please contact Dr. Aislin Mushquash, Director of Clinical Programs, psychologydcp@lakeheadu.ca (<mailto:psychologydcp@lakeheadu.ca>). Detailed information on the

Department of Psychology and our programs is available at:

<https://www.lakeheadu.ca/programs/departments/psychology>

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AI may or may not be used for the screening purposes of this role.

Lakehead University is committed to creating a diverse and inclusive environment and welcomes applications from all qualified individuals including women, racialized persons, Indigenous people, persons with disabilities, and other equity-seeking groups. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This is in accordance with Canadian immigration requirements.

Lakehead University has a goal to recruit and retain a diverse workforce as measured by increasing representation of underrepresented groups among applicants, candidates, and hires. Experience working with Indigenous or racialized communities, and/or members of other equity-deserving groups, is a strong asset. A lived experience or worked experience of any of these issues is preferred.

We appreciate your interest; Lakehead University is committed to supporting an accessible environment. Applicants requiring accommodation during the interview process should contact the Office of Human Resources at (807) 343-8010 ext. 8334 or human.resources@lakeheadu.ca (<mailto:human.resources@lakeheadu.ca>) to make appropriate arrangements.

Apply Now

(<https://docs.google.com/forms/d/e/1FAIpQLSfpP7CE5MIyM08PM7V0G-uv51zEJ8rOgJvG0oe5LWKzkDNwgQ/viewform?usp=publish-editor>)

Benefits Information

(<https://www.lakeheadu.ca/sites/default/files/uploads/63/Benefits/Benefit-Summaries/Benefit Summary - Senior Administration.pdf>)

Why Lakehead University? (<https://www.lakeheadu.ca/faculty-and-staff/departments/services/hr/employment-opportunities/lakehead-thunder-bay>)



Application Deadline:

Friday, November 20, 2026 - 11:59pm



Salary:

Benchmarked: Band 11 (\$116,994.58 to \$146,243.82)



Yes, eligible for benefits



Contact Information:
humanres@lakeheadu.ca



Reference Number:
GEN-26-50