

Clinical Care Program Manager

Sista Afya Community Care · Chicago, IL (50% remote) · Full-time · \$78,000–\$82,000/year

JOIN A MOVEMENT FOR CULTURALLY-CENTERED HEALING

At Sista Afya Community Care (SACC), we're building a world where mental wellness care for women and girls is accessible, affirming, and rooted in community. As a growing nonprofit, we don't just provide therapy we create spaces of belonging, empowerment, and transformation. We're seeking a passionate, skilled Clinical Care Program Manager to lead our clinical team and advance that mission every day.

What you'll do

Clinical leadership

- Ensure quality, effectiveness, and compliance of clinical services developing policies, procedures, and best practices for service delivery.
- Maintain a caseload of 12–15 individual therapy clients per week.
- Review and approve clinical documentation including treatment plans, progress notes, and discharge summaries.
- Participate in multidisciplinary team meetings to coordinate care and develop comprehensive treatment plans.
- Address and resolve client concerns related to clinical services.
- Enhance the client and clinician experience through implementing efficient healthcare operations.

Program & staff management

- Train, supervise, and evaluate clinical staff -therapists, counselors, care coordinators, social workers, and psychologists.
- Conduct clinical supervision meetings, providing guidance and feedback on complex cases.
- Develop and deliver training programs on new interventions, evidence-based practices, and regulatory updates.
- Develop and evaluate clinical programs and interventions aligned with organizational mission and client needs.
- Monitor clinical outcomes and performance metrics to inform continuous improvement.

Strategy & community

- Contribute to strategic planning, identifying clinical needs, setting goals, and developing strategies toward organizational objectives.
- Build partnerships with healthcare providers, social service agencies, and community stakeholders.
- Represent the organization at external meetings, conferences, and events.
- Collaborate across departments (finance, HR, administration) to ensure effective coordination.

Who you are

- Master's degree or higher in counseling, social work, psychology, or a related clinical field.
- Fully licensed or certified to practice in Illinois (or applicable jurisdiction).
- 5–10 years of clinical experience in a relevant setting or area of specialization.
- Proven leadership and management experience, preferably in nonprofit or healthcare environments.
- Deep knowledge of relevant laws, regulations, and ethical guidelines governing clinical practice.
- Familiarity with evidence-based practices and current trends in minority mental health.
- Strong communication, interpersonal, and problem-solving skills with diverse stakeholders.
- Committed to the organization's mission of mental wellness for women and girls of color.
- **Required:** Experience with diverse populations, familiarity with EHR systems, and resides in the Chicagoland area

Why you'll love working with us

- **Mission-driven work:** Be part of an organization changing how communities experience mental health care, serving women of color through affirming, community-centered care.
- **Flexibility & balance:** Create your own flexible schedule — 50% remote, 50% in-person in Chicago.
- **Competitive compensation:** \$78,000–\$82,000 annually, based on experience.
- **Professional growth:** Professional development stipend, training support, and advancement opportunities.
- **Comprehensive benefits:** Health, dental & vision insurance (40% employee contribution) · 20 PTO days · 8 holidays · 5 sick days.
- **Wellness culture:** Workplace retreats, staff appreciation events, and a supportive team that believes in healing through connection.

Who thrives here

You'll feel at home at Sista Afya if you:

- Are inspired by community-centered care.
- Value growth, collaboration, and work-life harmony.
- Want your work to mean something — to clients, to culture, and to you.

How to apply

Submit your resume, a cover letter, and three professional references (name, title, email, and phone) to hr@sistaafya.com. In your cover letter, please speak to your experience and passion for mental wellness, team management, and professional development.

Applications accepted through **May 15, 2026**.

Anticipated start date: June 15, 2026.

Selected candidates will be contacted directly for interviews. No phone calls or follow-up emails, please.