

9.6 Recruiting or Selecting Effective Supervisors

The quality of clinical supervision in an organisation will be directly related to the quality of its clinical supervisors. To assist with the recruitment or outsourcing of clinical supervisors, refer to the clinical supervisor competencies in section 7.3.1. It is important to recognise that these competencies will not all be present in inexperienced supervisors, who may require mentoring or coaching in their new role, in addition to receiving training in clinical supervision. Also, the competencies should be viewed as learning objectives, rather than as absolutes for taking on the role of clinical supervisor.

At a minimum, clinical supervisors should have the following qualifications and competencies: relevant formal qualifications and professional backgrounds; extensive clinical knowledge and experience; appropriate training in clinical supervision; a satisfactory level of cultural competence, and the ability to attend to supervisees' needs with openness, empathy, curiosity and respect.

As with internal supervision, when services engage external supervisors, accountability processes must be put into place. External supervisors should be willing and able to provide regular feedback on supervision (e.g., quarterly or bi-annual reports) within the appropriate bounds of confidentiality. Workers should be aware of, and involved in, this feedback process.