

## **Director of Behavioral Health/Chief Behavioral Health Officer Position Description**

### **POSITION SUMMARY:**

The Director of Behavioral Health is responsible for all clinical and administrative aspects of behavioral health services at (organization X), and more broadly, is leads the vision of whole person care principles. The DBH works closely and collaboratively with the Chief Medical Officer and other executive leaders in the conceptualization, development, implementation and oversight of a broad range of behavioral health services, including mental health, substance use disorder and case management services; services addressing social determinants of health, and psychiatry services. This position also oversees all behavioral health integration initiatives in organization X, or on behalf of the organization in the community. This position is a key partner in all multi-disciplinary work internally and externally.

### **FOUNDATIONAL ORIENTATION:**

- A deep understanding of, and ability to skillfully articulate, the foundational importance of addressing behavioral health of patients in medical systems.
- A philosophical orientation that takes the broadest view of behavioral health, to include health behaviors, social determinants of health, and patient experience.
- An ability to communicate this vision, in a way that compels others to join the movement enthusiastically.
- A history of being able to influence others and make significant change within organizations.
- An understanding of the larger goal of culture change within primary care, above and beyond the shift from single service lines to whole-person health practices.
- Ability to tolerate and thrive in ambiguity, failures and setbacks.
- Is philosophically aligned with continuous quality improvement principles, and has experience in successful quality improvement initiatives.
- Understands the overarching importance of the therapeutic alliance, and relationship-based care principles, both in relation to client care as well as colleague relationships.
- Has a perspective of cultural humility and curiosity.
- Has a perspective of an equity mindset and practices.
- Knowledge of racism-based health disparities and mitigation, awareness of implicit bias and a willingness to continue to learn and mitigate bias.
- Understanding and knowledge of the unique challenges and benefits of BH telehealth service.

### **FOUNDATIONAL RESPONSIBILITIES and DUTIES**

- Supports the mission, vision and values of (organization X) by collaboratively developing and communicating the vision for whole person care at (organization X), to patients, their families, and co-workers.
- Serves at the Senior (Executive) Leadership level at organization X, working closely with other senior leaders to advance (organization Xs) mission.
- Serves on other high level committees, such as those addressing Quality Improvement, and Patient and Employee Experience.



- Is responsible for collaboration and multidisciplinary decision making around electronic health record products, roll-outs, training and safety.
- Leads all crisis intervention and de-escalation policies, practices and trainings
- In collaboration with Human Resources, is responsible for all recruitment, selection, hiring and onboarding, training, development, evaluation and if necessary, termination of those in the behavioral health department.
- Serves as the expert and primary voice representing behavioral health in all of (organization X) strategic planning.
- In close collaboration with Operations leaders, is responsible for development and continual maintenance and improvement of all operational aspects of the behavioral health department and its' services.
- Provides expertise and guidance on behavioral health issues for (organization X). Acts as the behavioral health expert for the organization, arranging and providing learning and development in this area for the organization's employees.
- Consistently contributes to creating and maintaining a supportive, compassionate and encouraging work atmosphere for colleagues and co-workers; is one of the primary leaders of purposeful culture shaping around employee experience in these areas.
- Models and supports autonomy, self-efficacy and empowerment of co-workers and colleagues.
- Models and practices cultural humility and curiosity.
- Understands the connection between patient experience and patient outcomes, and employee experience, and accordingly, is an active leader shaping the organization's patient and employee experience work.
- Represents (organization X) in state and nationwide conferences, convenings, task forces and coalitions that relate to integrated care.
- Is responsible for understanding current legislation and state and federal policies that impact integrated care, and for developing strategies to maximize opportunities and minimize losses for (organization X).
- Assist in the development and implementation of integrated and whole person care policies and procedures to ensure all operational integration.
- Working closely with Operational and Financial leaders, develop operating budget and maintain fiscal control and financial health of the BH department, through use of financial reports and dashboards. Ensure revenue is maximized through access to behavioral health services, financial reimbursement for services and provider productivity.
- Define, track, and evaluate productivity goals related to efficacy of treatment and quality of care.
- Work closely with the Director of QI and the CMO to develop training plan in evidence-based practices, and develop systems to provide team with on-going clinical support to ensure that patients receive the highest quality of care.
- Ensure compliance with legal issues, including but not limited to, patient confidentiality and risk management; ensure compliance with federal, state, and local regulations.
- Work with contracts and grant writing team in pursuing new grants, and in developing, presenting and implementing and tracking and reporting on deliverables for any existing behavioral health grants.
- Oversee design and distribution of all patient information related to behavioral health.
- Perform other duties as assigned.

**POSITION REQUIREMENTS:**

1. A license from the State of X as a Licensed Clinical Social Worker (LCSW), or Clinical Psychologist (Ph.D.), or a Licensed Marriage and Family Therapist.
2. Over (X) years of direct clinical services, preferably in a wide range of settings and with differing populations.
3. At least X years in a leadership position, preferably as a Director of BH in an integrated setting.
4. At least X years providing clinical supervision to 2 or more clinicians.
5. Extraordinary interpersonal skills, as part of demonstrably strong leadership skills
6. Previous successful experience in conceiving, planning and leading the execution of projects, initiatives
7. Strong written communication skills
8. Ability to effectively represent Organization X's interests in the community and maintain effective working relationships among public, private, and professional groups