



Senior Clinical Director

I) Job Purpose

Performs highly responsible administrative and supervisory duties in planning, coordinating, educating and directing programmatic clinical services and resources for the behavioral health division. Responsible for coordinating and the development of program goals and objectives, setting of priorities and standards for achievement of program goals. Provides consultation and review of the supervision of clinical staff holding an advanced degree. Coordinates with the other directors the advancements in the clinical setting and techniques. Works under the direction from the Chief of Behavioral Health Services.

II) Essential Functions

A. Supervises directly and or indirectly all clinical staff in the division. Provides leadership and ensures professional accountability and productivity for Behavioral Health Services staff.

Performance Standards:

1. Oversees the recruitment and selection of clinical staff in accordance with state and agency personnel procedures.
2. Ensures that clinical staff is credentialed in accordance with agency standards.
3. Participates as a member of the credentialing committee.
4. Review on biannual bases the status of hours towards independent license for clinical staff not fully licensed.
5. Provide Clinical direction to both administrative staff and direct care staff as needed basis.
6. Support through one on one or group the ongoing training of clinical and administrative staff.
Review any complaints of clinical misconduct through a formal review process committee.

B. As a member of the Behavioral Health Leadership Team (BHLT) assist and develop clinical productivity standards and measures for the Behavioral Health Division.

Performance Standards:

1. Productivity standards will be developed in conjunction with staff. Standards will be based on budget and services provided.
2. A periodic report will be provided to the staff to assist in obtaining the goals.
3. Ensure that productivity standards are obtained and maintained throughout the division by clinical staff.

C. Collaborate with the Transformation Office to insure the agency is:

1. Trauma Informed
2. Persons Centered
3. CCBHC compliant

D. Works in conjunction with BHLT to prepare long range and other clinical operational plans.

Performance Standards:

1. Ensure long range and operational plans are developed. Ensure that plans and status are monitored.
2. Ensure that the plans are within the Vision, Purpose and Mission of the Division and the Agency.

E. Provide direction to Behavioral Health Division regarding the provision of person centered and trauma informed care.

Performance Standards:

1. Review clinical practices and documentation to ensure that these activities are completed in a patient centered and trauma informed manner.
2. Empower clinical staff to make organizational contributions and to assist in building a person-centered trauma informed culture.

F. Functions as an Advisor to Clinical staff and promotes a positive atmosphere within the Behavioral Health Division.

Performance Standards:

1. Refine problem solving techniques to the staff that results in long term solutions to the problem.
2. Respond to concerns and requests for help in a timely manner.
3. Assist the Clinical staff in the transition into new markets with differing payer sources.

G. Assists Quality Management to ensure compliance with accreditation protocols.

Performance Standards:

1. Ensure that Clinical staff are aware of overall status, trends and critical factors in meeting the standards.
2. Ensure that the Clinical staff are in a survey ready mode at all times.

H. Participate in internal and external committee meetings as deemed necessary:

Performance Standards:

1. Attend and or facilitate meetings.
2. Ensure that appropriate meetings are conducted, scheduled and reported. Represent the Behavioral Health division at required local, state or national meetings. Be prepared for the meeting and contribute to the goals of the meeting.
3. Build long-term mutually beneficial relationships both inside and outside the organization.

I. Participate in contract development and negotiations.

Performance Standards:

1. Prepare a review of clinical services provided.

2. Monitor standards of care and rate of services being provided by the clinical staff within the Behavioral Health Division.
3. Monitor expenditures of the contract.
4. Participate in managed care and network development.

J. Participate in national clinical organizations.

Performance Standards:

1. Review standards for professional organizations.
2. Become a Diplomat in the Professional organization to promote clinical standards.
3. Attend and participate when beneficial at the state and national level to promote the integration and the development of a central Behavioral Health division.

K. Performance standards are performed as applicable with MHMR's **We CARE** values "We **C**onnect People in Our Community. We provide **A**ccess to Services. We Link People to **R**esources. We **E**mpower People."

L. Perform other job duties or responsibilities as requested or assigned.

III) Knowledge of Laws, Policies/Procedures, Skills, Education and Abilities

- Texas Laws Related to Mental Health
- Medicaid Rehabilitative Service Rules and Regulations
- Rules of the Texas Department of MHMR
- HHSC Community Standards for Behavioral Health Services
- Home and Community based services (HSC) standards
- TDPRS Standards
- Texas Rehabilitation Commission Standards
- Texas Department of Labor Regulations
- CARF Standards
- JCAHO Standards
- NCQA Standards
- Knowledge of Texas Standards of Service for Addiction Treatment in Adults and Adolescents
- Texas Regulations concerning PEER support
- Knowledge Concerning HIPAA
- Knowledge and understanding of the Texas Mental Health Code
- Knowledge and skill in Motivational Interviewing
- Knowledge and skills in Evidenced Based Practices

IV) Internal & External Customer Service

- Knowledge of managed care, insurance, client billing and general accounting principles.
- Knowledge and skill in team development/management, supervision of all levels of staff and staff empowerment
- Ability to identify and plan both short and long range goals
- Ability to adapt programming to meet the needs of the client and the agency
- Ability to provide sound fiscal and personnel management
- Have a strong communication style both verbal and written along with strong interpersonal skills
- Ability to understand, monitor and apply accreditation standards and internal procedures

- Ability to form constructive, mutually beneficial working relationships with other service providers and interested parties within the community
- Ability to problem solve, work independently and to provide positive leadership to staff, coworkers, and community resources
- Ability to work under pressure of deadlines and perform effectively
- Ability to lead and motivate and enhance team performances
- Knowledge and skill in principles of intervention. High level of advocacy, arbitration, negotiation, conflict resolution skill
- Ability to provide constructive professional supervision to subordinates
- Ability to organize and make decisions independently

V) Travel

Inter-agency, Metroplex and Statewide.

Minimum Requirements

Required Education

Master's Degree

Defined Education

Health and Human Services

Required Experience

Ten (10) years

Defined Experience

Behavioral Health

Substitutions

None

Required License

LCSW, LPC, or LMFT, in good standing, in the state of Texas

Valid Texas driver's license with an acceptable driving record.

Must provide license (if applicable) and official documentation of all educational attainment i.e.

Transcript/Degree/Certificate

Required Supervisory Experience

Five (5) years

Testing Requirements

Pre-employment tests including drug and TB Screening, Physical Exam including balance and lift test.

Satori Alternatives to Managing Aggression (SAMA) Protection

Lifting Requirements

None

Applications should be submitted to:

https://wfa.kronostm.com/index.jsp?POSTING_ID=88405705844&locale=en_US&SRCSEQ=postingSearchResults&SEQ=jobDetails&applicationName=MHMRofTarrantCountyKTMDReqExt

Questions can be addressed to:

Recruiting@mhmrctc.org

