



## Clinical Services Director

**\*\*\*\$5000 HIRING BONUS !!\*\*\***

**Come work for an agency who believes in the promise and potential of every child, teen and young adult!**

Our mission is to remove barriers to learning, helping children and teens become resilient, happy and successful, at home, at school, and in life. We specialize in ADHD, Learning Differences, Anxiety & Depression, and Autism.

Our Clinical Services team offers multidisciplinary evaluation, personalized treatment and innovative programs (at CHC or your child's school) increase every youngster's ability to learn and achieve the balance necessary to enhance life experience and improve school performance. The clinic serves children and teens ages 2-17.

In the Clinical Director role, you will lead and supervise CHC's efforts to provide and continually improve clinical services with regard to effectiveness, timeliness, efficiency, safety, and equity (providing consistent care across cultural, gender, SES groups). You will work with the CCO, Clinical Directors, Executive Management, Leadership Team, Operations Management and others to establish and maintain fiscal stability, create an infrastructure to support evidence-based practice, facilitate the use of information technology and prepare staff to continue to serve clients and families in a world of expanding knowledge and rapid change. The Clinical Director (CD) will promote community partnerships in the realm of clinical and educational services. In addition, the CD will promote the application of a biopsychosocial model that incorporates educational as well as intra-personal, interpersonal, and intersystem functioning perspectives. The CD has bottom line fiscal and clinical responsibility and accountability for all clinical services offered through the outpatient clinic. The CD will directly supervise program managers and direct service providers. The CD will also provide a limited number of direct service hours to patients at CHC each month. The Clinical Director will have strong communication skills, both oral and written, and will be a creative and effective manager, leader and supervisor. Clinical Director must be capable of developing and implementing clear goals, systems and priorities and have strategic problem-solving skills.

### **Responsibilities:**

- To contribute to the development and implementation of the vision for the outpatient clinical programs and services, consistent with the organization's strategic directives
- To develop and implement new programs and community outreach initiatives in accordance with the organization's strategic directives
- To continuously develop, refine and monitor appropriate clinical productivity (i.e., direct service) expectations for all outpatient clinical services staff members.
- To manage the budget for outpatient and intensive outpatient clinical services and programs in a financially responsible manner.
- To serve as the organization's liaison to Santa Clara County, San Mateo County and other county Mental Health Departments and to oversee the administration of services under these contracts
- To meet regularly with other clinical directors from surrounding counties and organizations to develop alliances



- To organize and manage all programs within the outpatient and outreach clinical services area in a coordinated and efficient manner, maximizing collaboration and the efficient use of resources across programs
- To work with middle managers and other clinical staff on complex cases requiring consultation from the Clinical Director
- To work with the compliance and HIPAA officers on medical-legal compliance activities and to manage the organization's medical-legal risk
- To develop clinical quality and licensure standards in conjunction with relevant staff members and to develop and maintain a quality assurance monitoring program
- To ensure adequate supervision of unlicensed staff in compliance with state and professional regulations
- To serve as clinical liaison to Stanford University in the development and implementation of joint and complementary programs and services

#### **Qualifications:**

- Licensed PhD or PsyD required
- A minimum of five years of administrative and managerial experience, increasing in complexity, including the supervision of clinical professionals (Preferred)
- Significant experience in interdisciplinary setting delivering services to children and families with behavioral and developmental challenges
- Demonstrated clinical knowledge and expertise in child development and child psychopathologies especially in the areas of behavioral or mental health care disciplines
- Demonstrated track record of clinical program development and community outreach initiatives
- Ability to develop and grow managers at the middle level of the organization through the use of effective mentoring and coaching skills
- Familiarity and experience with non-profit boards and the role of community-based organizations
- Experience with medical-legal risk management
- Understanding and support of clinical research, including outcomes measurement and health services research so that the mission of CHC is objectively realized
- Familiarity with the academic medical care environment
- Demonstrated track record in orchestrating change management within a clinical environment
- Experience in operational planning

#### **Competitive Benefits:**

We value our employees' time and efforts. Our commitment to your success is enhanced by our competitive compensation and an attractive and extensive benefits package for employees working at least .75 FTE or greater, including:

- Medical, dental and vision benefits
- 401(k)
- Health and Dependent Care Flexible Spending Accounts
- Work/Life Balance - Flexible schedules !
- Training and development
- Educational reimbursement
- Adoption assistance
- Life and personal accident insurance
- Short and long-term disability coverage
- Free continuing education classes offered on-site



- Paid sick leave
- Paid vacation
- 14-16 paid holidays each year

We work to maintain the best possible environment for our employees, where people can learn and grow with the company. We strive to provide a collaborative, creative environment where each person feels encouraged to contribute to our processes, decisions, planning and culture.