



North Central Health Care

Person centered. Outcome focused.

Director of Behavioral Health Services

Location: North Central Health Care
1100 Lake View Drive
Wausau, Wisconsin, 54403
715-848-4419 <http://www.norcen.org>

Job Type: Full Time
Department: BHS & Crisis
Job Number: 811
Closing: 6/2/2017

DESCRIPTION

The Director of Behavioral Health Services will direct the Behavioral Health services of NCHC Behavioral Health Hospital, Medically Monitored Treatment (MMT) program, Ambulatory Detoxification Unit, Crisis C.B.R.F. and Crisis Services.

Education and Experience Requirement

Required:

- Master's degree health care administration, psychiatric or mental health nursing, or in a related human services field.
- One or more years of health care management experience
- CPR Certification
- Registered Licensed Nurse
- Valid driver's license and appropriate auto insurance coverage as required by North Central Health Care; must have the use of a personal vehicle

Preferred:

- Experience in an Inpatient Psychiatric setting
- Two or more years of Mental Health and Substance Abuse experience.

Any combination of education and experience that provides equivalent knowledge, skills and abilities may be considered.

Essential Duties and Responsibilities

- Responsible for directing, coordinating, and supervising the behavioral health care for mental health inpatients, Medically Monitored Treatment (MMT) patients, Ambulatory Detoxification patients, C.B.R.F. clients and Crisis Services.
- Supervises leadership of the Behavioral Health Service line.
- Plans for staffing needs and utilization of team resources to meet identified patient outcomes and needs.
- Interviews, hires and develops staff orientation.
- Provides mentorship to staff through demonstration, sharing knowledge, skills, and experience.
- Monitors the performance of staff, including professional standards of practice.
- Works with staff on performance improvement when areas of deficiency are identified.
- Performs evaluations of leadership staff.
- Plans for identified training and educational needs of staff.
- Ensures compliance with regulatory requirements and facility policies and procedures.
- Develop and manage yearly service line budget.
- Monitors revenues and expenses in order to operate within the approved budget.
- Submits required records and associated reports.
- Establishes and maintains a Quality Assurance plan to ensure that high quality care is delivered.



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- Establishes and maintains a Utilization Review process and evaluates effectiveness.
- Assesses overall service line needs based on established goals and objectives for positive patient outcomes.
- Responsible for service line development and project management.
- Responsible for operational effectiveness to meet organizational and department goals.
- Collaborate with community and internal partners to ensure coordinated patient/client care.

Competencies

- Annual competencies as required by North Central Health Care and/or various regulatory agencies based on entity and/or job title.
- Qualifications and provision of care are in accordance with national acceptable standards of practices.
- Thorough knowledge of nursing theory and practice.
- Knowledge and practice of the principles and practice of effective supervision and leadership.
- Working knowledge of the application of the principles of personnel administration in assigning, supervising, and evaluating the activities of unit staff.
- Ability to perform and supervise the application of nursing techniques to routine and complex patient-care situations.
- Ability to ensure optimal quality patient care within the framework of available personnel and material resources.
- Ability to solve complex care problems and to teach others.
- Ability to interface and collaborate with physicians, responsible parties, employees of other departments and systems, and to maintain harmonious relationships with them.
- Knowledge of mental health and AODA disorders.
- Good working knowledge of the legal system, as it pertains to Mental Health and AODA services.
- Effective communication skills.
- Ability to effectively analyze data.
- Demonstrated ability to effectively manage conflict.

Benefits

- Health Insurance
- Health Reimbursement Account
- Dental Insurance
- Vision Insurance
- Flexible Spending Plan
- Wisconsin Retirement System
- Deferred Compensation
- Life Insurance
- Paid Leave Time
- Holiday Pay
- Short Term Disability Insurance
- Long Term Disability Insurance
- Shift Differential, depending on position