



# Clinical Director

Department	Administration/Leadership
Location	Broadway Branch
Reporting Relationship	Chief Executive Officer
Direct Reports	TBD
FLSA Status	Exempt
FTE	1.0

## Position Summary

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Childhaven seeks an experienced Clinical Director who will develop and scale a best-in-class, evidence-based, inter-disciplinary, and financially sustainable pediatric therapy program. The Clinical Director will be responsible for the development, oversight, and quality assurance of all fee-for-service mental health, behavioral health, and developmental therapy services provided by Childhaven. This critical role will have the opportunity to help redesign and expand Childhaven's theory of change while building upon a century-long legacy of leadership in the field. The ideal candidate is dedicated to maximizing impact and ROI, data-driven improvement, and participating on a deeply collaborative and mission-driven team. The role will also be a proud steward of the mental, behavioral, and developmental health of some of our community's most vulnerable children and families and a valuable thought leader supporting and enhancing our reputation as an exemplary treatment provider.

## Essential Duties and Responsibilities

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- Define the vision and overall therapy model(s) for our home and center-based clinical practices.
- Conduct diagnostic evaluations, develop and implement effective treatment plans, and maintain an appropriately sized therapy caseload given other duties and responsibilities.
- Partner with Childhaven leadership and staff to help ensure all services are integrated and coordinated for maximum efficiency and effectiveness.
- Partner with other community resources to support early and appropriate referrals, evaluations, and care coordination.
- Maintain a healthy return on investment by establishing billable service expectations and providing the leadership to ensure expectations are met.
- Develop, implement, and evaluate clinical policies, procedures, and trainings.
- Help secure and administer contracts, grants, and donations.

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- Actively explore and pursue sustainable expansion possibilities consistent with organizational mission and strategies.
- Develop, analyze, and improve program-related key performance indicator dashboards, benchmarking, and outcome reports.
- Ensure all therapy services meet best practice, legal, contractual, WAC, RCW, HIPAA, and ethical standards. Design and implement an internal audit system to ensure on-going compliance.
- Remain abreast of industry research and best practices providing reports on findings.
- Develop and maintain effective relationships with leaders from the state, county, schools, health plans, universities, and others in the industry.
- Be an active and positive member of i2i, Childhaven's Senior Leadership Team.
- Contribute to and "lead by example" in Childhaven's culture of collaboration, transparency, innovation, and constant learning.
- Present at board meetings, staff meetings, community events, and other speaking engagements.
- Represent Childhaven at local, regional, and national efforts to improve systems and collective action related to the prevention, intervention, and treatment of pediatric trauma.
- Comply with all Childhaven policies and procedures.
- Other duties as assigned.

## Knowledge, skills and abilities

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- A heart-felt drive to help Childhaven realize its mission and pursue its vision to become one of the most comprehensive and effective trauma prevention and early intervention treatment programs in the nation.
- Understanding of the children's mental health system in WA, with a successful track record of designing and scaling a financially viable evidence-based pediatric therapy program.
- Firm commitment to culturally and linguistically appropriate services.
- Experience developing and growing multi-site and home-based programs.
- Comprehensive knowledge of and commitment to evidence-based and evidence-informed prevention, intervention, and treatment approaches.
- Experience providing reflective supervision and mentoring with individuals who have a wide range of experiences and training.
- Understanding of and experience with federal Part C early intervention, mental health licensure requirements, and fee-for-service insurance requirements.

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- Passion for innovation, experimentation, continuous learning, team building, and helping others become the best clinicians possible.
- Ability to flex schedule to participate in occasional evening and weekend activities.

## LEADERSHIP COMPETENCIES

<p><i>Supportive</i></p> <ul style="list-style-type: none"> <li>• Authentic</li> <li>• Show sincere interest</li> <li>• Build trust</li> <li>• Inspire engagement</li> <li>• Empathic and approachable</li> <li>• Natural teacher</li> </ul>	<p><i>Seek Different Perspectives</i></p> <ul style="list-style-type: none"> <li>• Servant leader</li> <li>• Cross-cultural acumen</li> <li>• Self-reflective and aware</li> <li>• Inclusive</li> <li>• Curious</li> <li>• Life-long learner</li> </ul>
<p><i>Effective Problem Solving</i></p> <ul style="list-style-type: none"> <li>• Outside the box thinker</li> <li>• Resilient</li> <li>• Respectful communicator</li> <li>• Foster innovation and continuous improvement</li> </ul>	<p><i>Results Oriented</i></p> <ul style="list-style-type: none"> <li>• Actions support mission &amp; strategic priorities</li> <li>• Financial acumen, bottom-line focused</li> <li>• Empower others to succeed</li> <li>• Trauma informed and experienced</li> </ul>

## Qualifications

- Licensed therapist with a Master’s degree in psychology, counseling, social work, occupational therapy, or speech therapy.
- Experience and training in infant mental health, psychotherapy, and attachment theory. Infant mental health endorsement preferred.
- 10+ years of experience leading a growing, cohesive, multi-disciplinary, trauma-informed therapy team committed to effectively meeting the needs of young children and their families.
- Must pass Childhaven background check and drug screening requirement.
- Valid State driver’s license and automobile insurance including access to dependable personal transportation.

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## Working conditions

	Infrequently	Periodically	Frequently
Lifting	X		
Standing	X		
Pushing/Pulling	X		
Reaching/Stretching	X		
Bending/Stooping	X		
Walking	X		
Repetitive Motion			X
Climbing Stairs	X		
Speaking			X
Listening			X
Sitting			X
Various Office Equipment			X
Travel		X	
Use of personal vehicle		X	
Safety restraining for dysregulated clients	X		

Childhaven is an EOE Employer

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I am able to perform the essential functions of this position with or without accommodation.

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Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee Printed Name

**Please visit our website [www.childhaven.org](http://www.childhaven.org) for information on how to apply for this position.**