

Director of Clinical Services

Job Announcement

Please submit all resumes and inquiries to John.Coons@tn.gov

Organization Description

The Tennessee Department of Mental Health and Substance Abuse Services (DMHSAS) is charged with planning for and promoting an array of services from prevention and early intervention to resiliency and recovery. The Department oversees four Regional Mental Health Institutes (RMHIs) and contracts with mental health and substance abuse community providers across the state to offer services to Tennesseans. The Department manages a budget of more than \$500 million, with funding from dedicated fees, revenue, federal grants, and state general fund appropriations.

Memphis Mental Health Institute (MMHI) is a Joint Commission accredited psychiatric hospital that has been serving the Memphis community since 1962. Hospitalizations are typically on an involuntary basis and patients can also be referred by the court system for pre-trial evaluations. The hospital offers 2 short-term care units for a total of 55 beds. The mission of Memphis Mental Health Institute is to provide a therapeutic environment centered on compassion and quality care for each individual we serve. It is the vision of MMHI to be recognized for providing person-centered psychiatric care in a therapeutic, supportive, and compassionate inpatient environment.

Summary of Position

Memphis Mental Health Institute (MMHI) is looking for a Director of Clinical Services to provide overall direction, consultation and support of all clinical areas including psychiatry, medical, laboratory, and pharmacy. The ideal candidate will be Board Certified in Adult Psychiatry and have a passion for serving individuals with complex psychiatric and addiction issues. The position is based in Memphis, TN and reports to the Chief Executive Officer. **Minimum Salary: \$266,808 annually (\$22,234.00 per month) Maximum Salary: \$301,752.00 annually (\$25,146.00 per month).** Sign on bonus and relocation expenses available.

Benefits

Benefits include: State Hybrid Pension Plan, 401K and 457 (Deferred Compensation), 11 paid Holidays, Annual, Bereavement, Military, Family Medical, Maternity, Sick Leave, Sick Leave Bank, Flexible Benefits. Insurance is available including Health, Dental, Life, and Vision.

Supervision of Staff

- Develops job performance plans for assigned team members to communicate responsibilities and expected outcomes of performance in their role.
- Conducts meetings and coordinates task assignments of meeting participants to ensure that objectives are accomplished.
- Assesses the performance of assigned team members, following established procedures for interim and annual performance evaluations, to provide constructive feedback and recommendations for improvement.
- Conducts interviews of job candidates to gather information needed to make promotional or hiring decisions.
- Provides on-the-job training and performance feedback to assigned team members as necessary.

Knowledge, Skills and Abilities

The candidate should have proven experience in successfully initiating and sustaining multi-agency and multi-community policy, system, and environmental change strategies and demonstrate a working knowledge of persons with complex psychiatric and addiction issues. They must have skills in networking among a diverse group of agencies and organizations with effective communication skills and adept at dealing with people at various levels within the organization as well as external stakeholders and leaders. Management skills are important with the ability to coach and mentor a team with diverse levels of expertise.

Education / Experience

Required Qualifications:

- Adult Psychiatry Board Certified
- Licensed to practice medicine in Tennessee
- 3-5 yrs. experience in Clinical Supervision

Pre-employment criminal background check is required.

Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.