

Clinical Services Director

The Clinical Services Director (CSD) is responsible for overseeing high-quality clinical services that align with Emory Valley Center's mission, vision, and values. This role involves leadership, quality assurance, regulatory compliance, policy development, collaboration with other departments, staff development, budget management, and advocacy. Strong leadership, clinical expertise, and a commitment to quality services are essential for success in this role.

Innovation plays a crucial role in making programmatic decisions, ensuring that they align with the evolving needs of the people supported, your dedication to person-centered thinking as the guiding framework for daily decision-making underscores your commitment to providing the highest quality services at EVC.

Annual Salary: \$65k/BOE

ESSENTIAL FUNCTIONS

Ensure the timely and accurate completion of clinical documentation to meet the requirements of Managed Care Organizations (MCO) and licensing entities. Adhere to the Person-Centered Support Plan (PCSP), Plan of Care (POC), and specified outcomes for all clinical services.

Oversee the quality of clinical documentation and adhere to regulatory and accreditation standards. Conduct periodic audits to assess compliance and identify areas for improvement.

Ensure all BCBA's and RBT's adhere to ethical standards and evidence-based practices in Applied Behavior Analysis (ABA).

Provide Intensive Behavioral Family Centered Treatment, Stabilization, and Supports tailored to the needs of children under 21 in home and family-centered settings.

Offer Intensive Behavioral Community Transition and Stabilization Services, focusing on providing short-term, intensive 24/7 community-based support. Targeted transitional and stabilization services for adults transitioning to integrated living in their community.

Conduct counseling to identify irrational behavior problems and assist with treatment and rehabilitative measures.

Deliver Intensive Outpatient Therapy and Outpatient Therapy, primarily through group and individual therapy, to provide intensive support.

Provide support services in a Psychosocial Rehabilitation (PSR) Program to help individuals establish a broader social network and develop life and provocation skills for independent living.

Support staff in various programs, including Employment and Community First Choices group 7&8, Intensive Outpatient Program (IOP), Enhanced Supported Living, and Rehabilitation Program.

Interview, approve, and clinically supervise student interns, including senior-level bachelor's students and first- and second-year master's level students.

Interview, approve, and supervise clinical staff, including master's level social workers and licensed master social workers offering guidance, support, and feedback, interventions, and treatment plans. Ensure that clinical practices align with ethical standards, regulations, and agency policies.

Implement new program ideas and in-services as needed for continual improvement in agency processes and provided support.

Promote collaboration between BCBA's, RBT's, and other clinical or program staff to ensure cohesive care.

Oversee the caseload distribution among Clinical Services Specialist, PSR Specialists, BCBA's and RBT's, ensuring workloads are balanced and manageable.

Develop and strategically align programs to meet evolving needs.

Consider and integrate enabling technology in a person-supported individual's life, leveraging existing technology like smartphones and tablets. Envision technology to promote autonomy in daily activities, fostering independence at home, in the community, and at work.

Identify the technology, community, employment, and volunteer interests and goals of the person supported.

Drive program's growth by strategically expanding services and cultivating new referral sources.

Perform other duties as assigned by the Senior Vice President of Operations and President.

KNOWLEDGE AND SKILLS

Understanding of organizational dynamics.

Public speaking ability.

Understanding the funding sources and entitlement programs for individuals dually diagnosed with intellectual/developmental disability and mental health diagnosis.

Ability to maintain effective relationships with other management staff, employees, and the public, demonstrating sensitivity to corporate needs, employee goodwill, and the Company's public image.

Ability to present facts and recommendations effectively in oral, electronic, and written form.

Excellent crisis, time management, organizational, interpersonal and communication skills that promote effective teamwork.

Ability to exercise good judgment, responsibility, and independent action.

Ability to establish a comfortable and supportive relationship with individuals receiving services.

Utilize electronic record keeping system as required for agency operations.

Ensure confidentiality regarding sensitive material including applicants', employees, and individual's right to privacy and protected health information, following Health Insurance Portability and Accountability Act (HIPAA) and HITECH.

Ability to lift 50 pounds (weight of average manual wheelchair when chair is empty).

EDUCATIONAL AND WORK EXPERIENCE

Licensed Clinical Social Worker (LCSW) or;

Licensed Masters Social Worker (LMSW) (must be willing to obtain license) or;

Licensed Professional Counselor (LPC).

REQUIRED LICENSES AND/OR CERTIFICATES

DIDD and MCO designated online training, First Aid, CPR, and Supervisory Training, and any required training.

Emory Valley Center Orientation.

Valid TN driver's license with acceptable driving record.

Person Centered Thinking Training.

Crisis Management Training

WORKING CONDITIONS

Frequent local travel is required in addition to occasional transportation of individuals with disabilities.

Occasional lifting, stretching and other physical exertion during positioning of individuals supported equipment.

On call 24 hours a day for emergencies, in cooperation with other agency staff.

Works a flexible schedule as determined necessary. Overtime may be required throughout the year.

Work will take place in an office setting as well as in the community and EVC homes/programs.

May be exposed to various medical conditions, communicable diseases, and pest infestations.

While performing the duties of the job, the employee travels by automobile, and is exposed to changing weather conditions.

May occasionally assist with wheelchair transfer of non-ambulatory individuals.

To Apply;

<https://www.emoryvalleycenter.org/careers/>