



JOHNS HOPKINS UNIVERSITY

Deputy Chief Mental Health Director & Director of Clinical Services



Position Summary

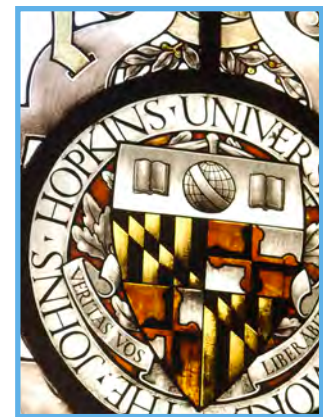


Johns Hopkins University, a world-class private research institution, invites applications and nominations for the position of Deputy Chief Mental Health Director & Director of Clinical Services. Mental Health Services, part of the Division of Student Health and Well-Being, is transforming into an integrated organization that provides quality care at four clinic locations; this position offers an exciting opportunity to meaningfully contribute to the new clinical service delivery model and innovative approaches in

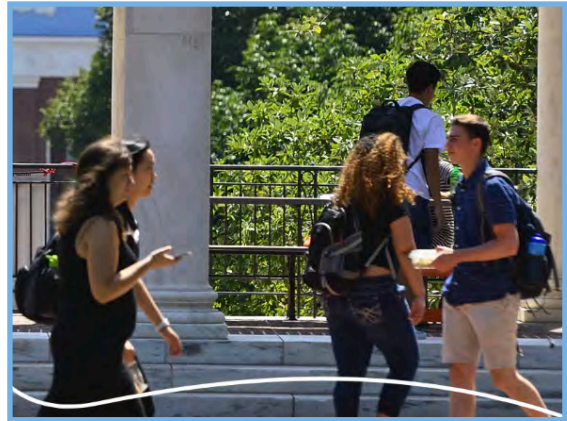
supporting the well-being of a diverse community of learners.

Reporting to the Chief Mental Health Director, the Deputy Chief Mental Health Director & Director of Clinical Services will be appointed as a key member of the newly expanded and restructured MHS leadership team and will serve as the deputy in the absence of the Chief. The incumbent will supervise the Associate Directors who are responsible for the day-to-day clinical operations of the East Baltimore and Homewood clinics, and oversee the service delivery strategy for the Washington, D.C. clinic. This position also provides strategic direction and oversight of the testing and assessment program and services oriented toward supporting student success, as well as group therapy programs across the University. This role will supervise 4-5 direct reports who provide day-to-day operations management of the clinical programs and services within the Mental Health Services portfolio.

The Deputy Chief & Director holds responsibility for the oversight of the clinical service delivery model for all locations of Mental Health Services. The successful candidate will be an innovative and experienced leader with deep knowledge of executing a scope of service grounded in the values of diversity, equity, inclusion and belonging. The model will incorporate a range of visit types including initial consultations, brief individual therapy, group therapy programs, single-session counseling, and intensive services for individuals who may be stepping down from or at risk of entering higher levels of care. The incumbent will collaborate closely with the Director of Psychiatry to ensure a coordinated approach to medication management and all other clinical services. This position will also support the AAAHC accreditation process, data management and reporting, clinical policy and procedure development, assessment of outcomes and quality improvement.



The person in this role will consult and work collaboratively with all members of the Mental Health Services leadership team, across the Student Health and Well-Being division and with university stakeholders to support a comprehensive system of culturally competent, evidence-based care for a range of learners including undergraduate, graduate, professional (medicine, nursing, and public health) students, as well as medical residents and postdoctoral fellows representing a range of disciplines.



This position will have multiple work site locations (East Baltimore, Charles Village, and occasionally Washington D.C.) during the work week. Flexible hours are required at key times in the academic year (e.g. orientation and special events) including evenings and weekends. This person will be a member of the MHS leadership team call schedule, which provides consultative support to the JHU Behavioral Health Crisis Support Team and contracted on-call services.

About Johns Hopkins Student Health & Well-Being



The Johns Hopkins University Student Health & Well-Being practice group supports well-being, primary care and mental health services for JHU students and learners across all nine schools within the University. Our integrated service delivery model provides dynamic health and well-being promotion, support and programming, student disability services including guidance and resources, and in-person primary and mental health care options at our clinics as well as remote support through phone and online resources.

We are committed to recruiting, hiring, and supporting the professional development of a diverse team of practitioners and support staff who bring a range of intersecting identities as well as personal and professional experiences to their roles. The Johns Hopkins University comprises undergraduate and graduate students and learners from across the globe, and the division of Student Health and Well-being prioritizes innovative care delivery models to meet the evolving needs of our stakeholders and to support the development and sustainability of well-being.

Essential Job Functions

Clinical Services Administration (70%)

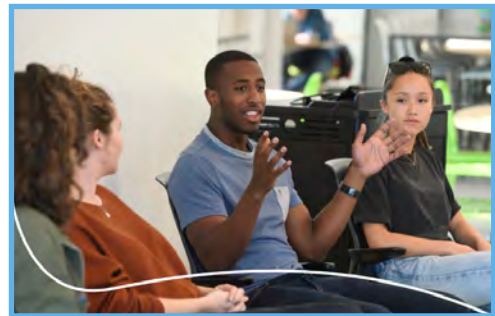
- Creates a warm and welcoming clinical environment where clients feel supported and respected as they pursue their personal, academic, and professional goals
- Oversees the MHS-wide clinical service delivery model to meet a wide range of learner needs. Collaborates closely with the Director of Psychiatry to implement psychiatry service model that ensures continuity of care and well-defined referral processes
- Provides strategic leadership for the new assessment and testing program and student success initiative, which will include an Associate Director and five staff to support assessment of ADHD and other related conditions as well as provide coaching and clinical services to students who would benefit from increased support to achieve academic and well-being goals
- Refines system of clinical appointment types and note templates to ensure capture of key performance metrics and data to support assessment of clinical service delivery model
- Directs, develops and maintains, in collaboration with the MHS leadership team, clinical service delivery reporting and data management, including utilization, demographics, staff service metrics, and other key performance indicators monthly and as requested by the Chief
- Develops, maintains, and reviews clinical policies and procedures and other written materials to reflect current practice and maintain fidelity to accreditation standards
- Refines system of suicide risk management across the practice that utilizes clinical consultation and evidence-based tools (CAMS, CCAPS) to ensure appropriate intervention with high-risk clients
- In close collaboration with the MHS leadership team, identifies and defines clinical systems issues; develops and implements effective solutions to ensure equitable and consistent clinical service delivery across a range of therapeutic modalities
- Ensures that clinical staff maintains fidelity to philosophy of care and scope of service through program evaluation, regular review of scheduling, individual clinical work plans, treatment outcome measures, peer chart review, and other relevant processes
- Oversees clinical schedules, direct clinical service commitments for staff, visit type availability and advises and consults with Associate Directors and scheduling staff on the management of clinic flow
- In collaboration with the Director of Crisis, Consultation and Case Management, develops, oversees and participates in the MHS leadership team on-call schedule, which provides consultation support to the Behavioral Health Crisis Support Team for critical incidents



Essential Job Functions (Continued)

Supervision (20%)

- Serves as senior leader in charge and representative of MHS in the absence of Chief Mental Health Director
- Provides leadership, supervision, and consultation to 4-5 direct reports
- Collaborates closely with other members of the MHS leadership team who directly supervise clinical staff to ensure consistent expectations, clinic flow, and equitable distribution of duties for direct and indirect reports
- Leads or participates in key MHS staff recruitment and hiring processes
- Effectively manages direct reports, including onboarding, goal setting, performance evaluations, performance management, and related HR processes
- Leads or participates in MHS staff recruitment and hiring processes
- In consultation with the MHS leadership team, develops and oversees onboarding plans for new clinical staff across the practice
- Leads clinical services leadership team meetings and other meetings as required
- Supports and provides coverage for fellow senior MHS leadership team members, as directed



Collaborative and Other Activities (10%)

- Leads and participates in multi-disciplinary clinical and administrative teams, including case consultation, peer chart reviews, committees
- Leads and participates in training programs and professional development of staff through provision of didactic training, consultation, and seminars
- Remains abreast of current literature and research on student behavioral health and evidenced-based intervention strategies
- Participates in MHS leadership team consultation on-call rotation
- Actively contributes to MHS leadership team activities and strategic planning
- Other duties as assigned

Special Knowledge, Skills, or Abilities

- Strategic, systems perspective and the ability to develop and execute innovative programs and services
- Ability to function effectively and manage in a change-oriented and dynamic environment, while also attending to the needs and development of staff
- Demonstrates commitment to diversity, equity, inclusion and belonging in clinical work and all professional activities
- Demonstrated commitment to the principles of anti-oppression, inclusive excellence and diversity through involvement and participation in university and division-wide projects and initiatives
- Experience in the following areas is strongly preferred:
 - AAAHC accreditation
 - Informatics and data management
 - Electronic Health Record expertise
 - Quality improvement and program assessment
 - Working in a complex organization with multiple sites



- Master's degree in psychology, social work, or counseling from an accredited program
- Minimum of 8 years of post-licensure clinical experience.
- Minimum of 3 years of progressive leadership and clinical supervisory experience.
- Minimum of 2 years of experience in a supervisory role responsible for the management and evaluation of employees.
- Licensed as a mental health provider in required jurisdiction(s) noted in job description (psychologist, LMFT, LCPC, LCSW-C) or license-eligible (licensed as a mental health provider in another jurisdiction, must obtain licensure in required jurisdiction(s) within 6 months of hire).

Preferred Qualifications: Terminal degree in psychology, social work or counseling from an accredited program; Clinical experience in a university setting; Working in a complex organization with multiple sites

Additional Information

- Starting Date: as soon as possible.
- Schedule: Monday – Friday, 8:30 a.m. – 5 p.m.; some after-hours and weekend work is expected based on the programmatic needs of the University during the academic year (e.g. orientation, special events, etc.) Some flexible/remote work is available per supervisor approval and subject to operational needs.

Johns Hopkins has mandated COVID-19 and influenza vaccines, as applicable. Exceptions to the COVID and flu vaccine requirements may be provided to individuals for religious beliefs or medical reasons. Requests for an exception must be submitted to the JHU vaccination registry. For additional information, applicants for SOM positions should visit <https://www.hopkinsmedicine.org/coronavirus/covid-19-vaccine/> and all other JHU applicants should visit <https://covidinfo.jhu.edu/health-safety/covid-vaccination-information/>.

About Johns Hopkins University



America's first research university, Johns Hopkins University continues to bring knowledge and discoveries to the world. Since 1876, Johns Hopkins University has endeavored to achieve three main goals: to educate its students and cultivate their capacity for lifelong learning, to foster independent and original research, and to bring the benefits of discovery to the world. Johns Hopkins University enrolls more than 24,000 full-time and part-time students in nine academic divisions. Imagine a traditional college setting with tree-lined pathways, red-brick facilities, and expansive green quads in the heart of a large city – a hub of social, cultural, and economic activity with a small-town feel.

Johns Hopkins University is Maryland's largest employer and is a vibrant workplace attracting and retaining bright minds and high-performing staff. The University provides an extremely competitive fringe benefit plan to help faculty and staff pursue productive and fulfilling professional and personal lives including paid time off, health and life insurance, wellness programs, retirement plans, and tuition assistance just to name a few. For a full list of benefits and work-life, please visit <https://hr.jhu.edu/>

Application Process

Johns Hopkins University has partnered with Keeling & Associates in this search process. Applications only require a resume for the initial submission, and should be sent preferably in PDF format, to recruiting@keelingassociates.com. The subject line of the email should read “JHU—Deputy Chief & Director.” Confidential inquiries and nominations should be addressed to Dr. Mark Patishnock, Senior Consultant, Keeling & Associates, at mpatishnock@keelingassociates.com.

Interested candidates are encouraged to submit their materials as soon as possible; review will begin immediately and will continue until the position is filled. If granted an exploratory interview with Keeling and Associates, and if the candidate remains interested, a cover letter will be requested prior to advancing in the search process with the institution. However, candidates may submit a cover letter with their initial submission of a resume if they would prefer to do so.



Johns Hopkins University is deeply committed to the dignity and equality of all persons—including of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, and veteran status.