

**Mississippi Department of Mental Health**  
**239 North Lamar Street**  
**Robert E. Lee Building**  
**Jackson, MS 39201**

**Deputy Director – Tier III**  
(Chief Clinical Officer of Mental Health Services)

Salary Range: \$91,555.33 - \$130,000.00

This position assists the Executive Director and Deputy Executive Director of the Mississippi Department of Mental Health in programmatic operations of the agency. Under the supervision of Deputy Executive Director of Behavioral Health Services, the Chief Clinical Officer of Mental Health Services works in conjunction with the agency's leadership team to provide guidance of clinical operations.

Work involves formulating, directing, and controlling the operations through bureau and division directors and other subordinate personnel. Incumbent establishes objectives, standards, and control measures within the context of broad, general policy guidelines for programs having significant statewide impact. Incumbent also determines major departmental policy and provides input into other significant agency operations.

The Chief Clinical Officer of Mental Health Services is responsible for a focus on evidence-based practices and reviewing data both within the state hospitals and crisis services with a focus on diversion strategies. The Chief Clinical Officer of Mental Health Services is responsible for the following areas:

- Providing supervision and oversight for the Director of the Office of Utilization Review which is responsible for collecting and reviewing select data points pertaining to behavioral health service provision. It is also responsible for developing and implementing data informatics and assessment activities to identify and evaluate key behavioral health service delivery outcomes.
- Providing support to the Directors of Mississippi State Hospital and East Mississippi State Hospital to ensure continuity of care in the provision of comprehensive services. This includes defining, measuring, and evaluating state hospital performance data including discharges and readmissions.
- Coordinating communication with other service components of the agency and outside agencies involved with agency clients including entities involved in the commitment process, diversion efforts, and more.
- Creating continuous improvement of state hospital service provision and Crisis Stabilization Unit effectiveness based on performance data.
- Provide clinical leadership and strategic direction of core services, programs, and practices along the continuum of behavioral health care in state operated programs and community providers throughout Mississippi.
- In collaboration with the executive leadership, play a key role in the overall development, strategic planning, service delivery, and oversight of mental health and substance use services and programs in the state.
- Evaluate data and make recommendations on gaps in care, new service needs, service delivery methods, and changes to enhance the behavioral health continuum of care for Mississippians.
- Oversee a statewide system of coordinated care, focusing on collaboration between the state operated programs and community mental health centers, with emphasis on efficient, clinically appropriate and effective care as the highest priority. Identify issues with workflow, operational standards, policies and practices, etc. and recommend modifications to enhance coordinated care for individuals.
- In collaboration with executive leadership, direct the clinical vision for the state mental health system and the implementation of innovating programs and services.
- Research best practices and develop strategies to increase community access to crisis services and decrease inappropriate use of community resources, such as hospital emergency departments and jails.
- Establish and maintain linkage with appropriate community agencies and service providers.

- Research evidence-based practice and available data, analyze, evaluate, and develop recommendations regarding entry into, flow between, and movement out of crisis services toward the goal of improving access to and effectiveness of crisis treatment services.

Examples of work performed in this classification include, but are not limited to, the following:

- Collaborates with the executive team to play a key role in the overall development, strategic planning, service delivery, and management of the organization.
- Promotes a leadership culture that listens, encourages participation and communicates effectively.
- Provides support to the state hospitals by being readily accessible to collaborate on daily issues that fall outside routine policy and procedures.
- Supports the overall vision, values and mission of the agency and provide leadership support for the agency's key strategic areas.
- Assist with regular review and updates to agency-wide and program-specific Policies and Procedures.
- Ensures that services are provided using best practices and evidence-based principles.
- Promotes the highest degree of integrity and ethics while carrying out job responsibilities.
- Acts as a liaison with various councils at the state, local, and national level on mental health.
- Establishes and maintains a high level of care and respect for, and communication with all DMH staff and DMH Certified Providers. Builds and maintains strong working relationships with DMH staff, as well as external stakeholders. Creates a work climate that emphasizes collective team performance.
- Represents DMH at the local and national level by participating in networking and educational opportunities and promoting the positive reputation of the organization.
- Other duties as identified.

#### Education/Experience Requirements

- Minimum of 5 years of clinical experience and 2 years in healthcare management/administration
- Clinically relevant master's or doctoral degree from an accredited university
- **Licensure Requirements:** Licensed Clinical Social Worker, Licensed Psychologist, or Psychiatric Nurse Practitioner

#### Qualifications/Preference Given to Candidates with

- Experience and knowledge of mental health service provision.
- Program development, data analysis, and performance management experience.
- Excellent organizational and interpersonal skills.
- Experience and comfort working within inpatient and community-based services.
- Exceptional verbal and written communication skills, with astute ability to articulately present material in front of large audience.
- Team-player outlook. Strong organizational, project management and problem-solving skills with impeccable multi-tasking abilities.
- Ability to be flexible to the daily changing needs within the state's mental health system and to handle obstacles with compassion and resolve.
- Working knowledge about the Mississippi Department of Mental Health.

- Knowledge of evidence-based and best practices.