

Executive Director – Central Alabama Wellness

Central Alabama Wellness, with locations in Chilton and Shelby counties of Alabama, is seeking a dynamic candidate with experience in behavioral healthcare to serve as Executive Director. The Director drives and ensures our commitment to provide the highest quality healthcare services to individuals whose lives are impacted by mental illness, intellectual disabilities and substance abuse. The position reports directly to a ten member Board appointed by the Chilton and Shelby county commissions, with responsibility for the planning, organizing, directing and coordination of all phases of the center's programs.

Responsibilities and Duties –

- Develop and implement a strategic plan for the timely delivery of behavioral health services in Chilton and Shelby County.
- Select, manage and evaluate leadership team members and recommend contract service personnel or providers to the board. Directly authorize all salary and hourly personnel employment actions, terminations, layoffs, promotions, and any associated personnel activities in order to maintain a proactive, efficient, effective and cost-effective organization.
- Directly responsible for engaging and timely communicating with partners, stakeholders, communities, volunteers and others that promotes an environment and culture that focuses on the timely delivery of MI, SA and ID services. Maintain consistent communication with local and state officials, contracting agencies, partners, service providers and collaborators.
- Works to develop a collaborative team approach with the board, senior management/leadership team along with lead supervisory personnel in the development and implementation of goals, objectives, protocols and the standard operating procedures of the organization.
- Demonstrates a thorough knowledge and experience of a wide level of clinical services (child, adolescent, adult, acute, mental health, substance abuse, family systems, community based, etc.) provided in diverse settings (outpatient clinics, residential, permanent supported housing, integrated settings, etc.).
- Provides leadership for implementing changes targeted at the delivery of services and system improvement. Measures and evaluates attainment of results.
- Demonstrates problem solving, leadership, conflict management, and team building skills in order to ensure a productive work environment and achievement of goals.
- Remains informed about emerging models in behavioral health care delivery, including integrated care and collaborative care models, and their application in community mental health care settings.
- Develops viable budgets, and manages the budgets with attention to both revenue and expenses. Uses financial information to inform or drive other programmatic decisions, such as shifting of resources, new revenue and new referral sources.
- Effectively manage and direct contract negotiations and contract compliance with the commercial payer community to include rate negotiations and services provided.
- Represents the organization in local, regional, state, and national meetings, events, activities, and publications in a manner that aligns with the mission, vision, and strategic goals.

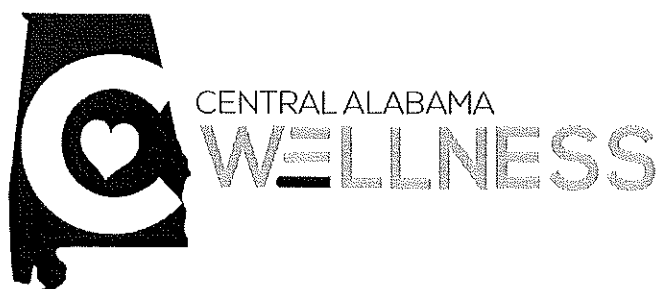
- Oversees and facilitates quality improvement activities, project management, data analysis and measurement of outcomes, document and report the results and accomplishments of quality improvement initiatives.
- Performs under minimal direct daily supervision and accountability for specific goals or objectives.
- Demonstrates flexibility and responsiveness to shifting priorities and trends with consideration of their impact on the organization. Contributes to a responsive atmosphere related to change by remaining focused on organization goals and communicating openly with staff.
- Develops, administers and adheres to agency key performance indicators and other data measures.
- Enhances professional growth and development through participation in supervision, educational programs, current literature, trainings, and professional conferences.

Skills and Abilities

Strong professional and interpersonal communications: Ability to recognize and address, in a professional manner, any issues that arise; Ability to remain calm and poised in urgent situations; Conflict Resolution: Ability to use a variety of approaches to manage and resolve concerns, disagreements, and conflicts; Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions. Problem Solving: Effectively analyzes potential for risk and act decisively; Ability to see the big picture and understand how all functions are interdependent and the ability to articulate this to others. Methodically thinks through and implements change strategies to achieve the desired outcome. Must be detail oriented while maintaining focus on the big picture.

Qualifications

- Masters level degree in an administrative or mental health related field and at least five years of progressive managerial experience in a mental health treatment setting.
- A working knowledge of behavioral health management practices and clinical operations. An advanced knowledge of state and federal regulatory and various accreditation requirements related to behavioral health management. Working knowledge of operations and financial management and marketing methods.
- Examples of Master Degree Programs: Social work, clinical psychology, management, nursing, public health, public administration or behavioral health related field (MSSW or MSW, MSCP, MBA, MSN, MPH, MPA). Examples of License/Certifications or Clinical Credentials – BCD, CPA, LPC, LPCC, LICSW, PMHNP
- This position requires residency in either Chilton County or Shelby County within twelve months of employment.



BENEFITS SUMMARY

Full-time Employee Benefits

Time Off Benefits

Annual Leave	12 days per year
Sick Leave	12 days per year
Paid Holidays	11 days per year
Personal Day	1 day per year

Health and Dental Benefits Blue Cross and Blue Shield of AL Coverage Options

Single Coverage	\$40.00 per month
Family Coverage	\$712.00 per month

Supplemental Dental/Vision Benefits Coverage Options

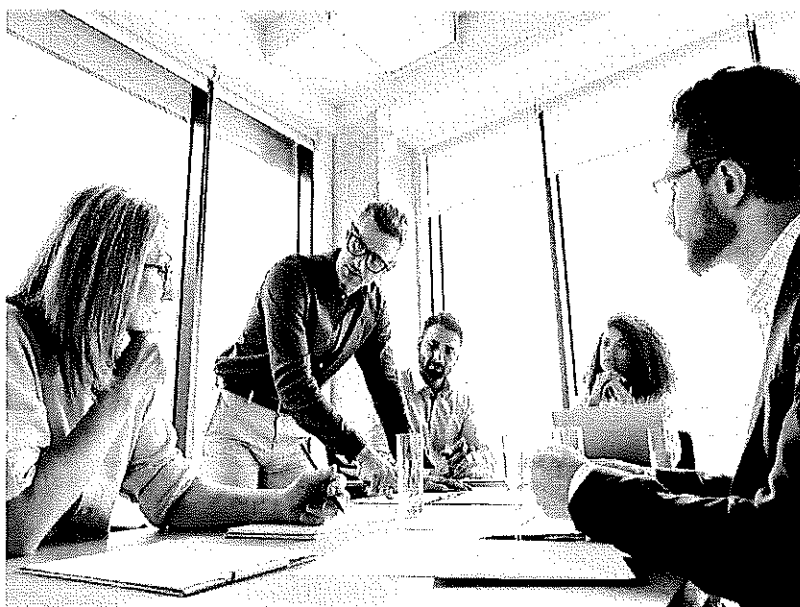
Southland Dental	\$44.00 per month
Southland Vision	\$12.00/single-per month \$20.00/family-per month

Retirement Benefits

Tier 1: Effective Oct. 1, 2022
Employee Contribution 7.5%
Company Contribution 2.10%

Additional Benefits Offered

Company paid Life Insurance
Short Term Disability, Hospital and Accident policies
Supplemental Retirement
Sign-on Bonus



Contact Information

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WELLNESS
Human Resources
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