Washington State
Department of Social
& Health Services

Transforming lives

Behavioral Health Administration | Western State Hospital

Chief Medical Officer

The Chief Medical Officer is a key leadership role on the civil side reporting to the Chief Executive Officer. You'll serve as an essential member of the hospital's Executive Cabinet on the civil center and play a crucial role in implementing best practices, developing strategic plans, overseeing and guiding daily activities related to the hospital's administration, and personnel management.

SALARY RANGE

$257,000 to $316,000 annually

DEPARTMENT OF SOCIAL AND HEALTH SERVICES

Our mission is "Transforming lives"

The **Department of Social and Health Services** celebrated its Golden Anniversary in 2020, marking 50 years as Washington's largest state agency. DSHS employs over 16,000 people and provides critical services for more than 2 million (nearly one in three) Washingtonians.

DSHS provides and coordinates crucial services for individuals and families who are most in need of help weathering life's storms. Statewide, DSHS administers programs such as food and cash assistance, long-term care, services for people with intellectual and developmental disabilities, and behavioral health treatment for people in state-operated psychiatric hospitals as well as those who are involved in the criminal justice system and waiting to receive competency evaluation and restoration services. DSHS serves nearly 30% of all Washington households, and nearly one-third of all services are delivered to children.

BEHAVIORAL HEALTH ADMINISTRATION

DSHS' Behavioral Health Administration provides inpatient psychiatric treatment to children and adults, specialized mental health treatment for civilly committed residents, and services for forensic clients to include competency evaluations and restoration programs. We operate three state psychiatric hospitals, the Special Commitment Center, and the Office of Forensic Mental Health Services. The heart of our mission is transforming lives by supporting our clients' recoveries, independence, and wellness.

OUR VALUES ARE:

Honesty and Integrity: Leadership and service require a clear moral compass.

Pursuit of Excellence: It is not enough to get the job done; we must always challenge ourselves to do it better.

Open Communication: Excellence requires teamwork and a strong team is seen, heard and feels free to contribute.

Diversity and Inclusion: Only by including all perspectives are we at our best and only through cultural competency can we optimally serve our clients.

Commitment to Service: Our challenges will always exceed our financial resources; our commitment to service must see us through.

OUR AGENCY IS GUIDED BY SIX STRATEGIC PRIORITIES

Each priority is a critical pillar to transforming lives.

DSHS works with individuals of all cultures, abilities and identities. We believe each person we serve deserves to feel welcomed and accepted when accessing our services. Our agency is organized into five direct service administrations and two support areas:

- Aging and Long-Term Support Administration
- Behavioral Health Administration
- Developmental Disabilities Administration
- Division of Vocational Rehabilitation
- Economic Services Administration
- Facilities, Finance and Analytics Administration
- Office of the Secretary

Western State Hospital

DSHS | Behavioral Health Adminstration

Western State Hospital is one of the largest inpatient psychiatric hospitals west of the Mississippi, with more than 700 patients and nearly 2,800 employees. It is located in the city of Lakewood, Washington, just south of Tacoma.

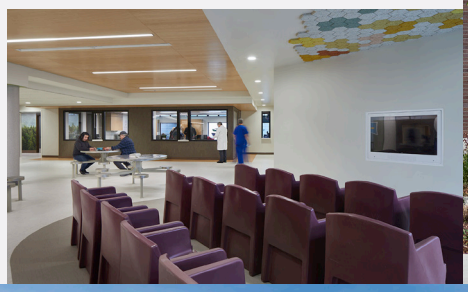
Western is one of two state-owned psychiatric hospitals for adults in the state of Washington, providing services to patients from 20 western Washington counties. Eastern State Hospital, the other state-owned psychiatric hospital for adults, serves 18 counties in eastern Washington.

Western provides competency restoration for patients who enter through the criminal justice system and inpatient treatment for people who have serious or long-term behavioral health issues. Patients are referred to the hospital through their Behavioral Health Organization, the civil court system or through the criminal court system. Our patients present with a variety of complex behavioral health issues, including psychosis, mood disturbances, trauma symptoms and substance use disorders.

Treatment emphasizes a multidisciplinary approach that includes occupational and physical therapy, psychiatric services, rehabilitative counseling, recreational therapy, vocational programming, social work and psychological services.

Western State Hospital is central to Washington state's vision of transforming behavioral health. This multi-year effort includes developing a Forensic Centers of Excellence at Western State Hospital and providing more care in smaller community facilities for civil patients. To better support this vision, Western has created two separate centers of operation, with two CEOs. One CEO will oversee forensic operations and the other will oversee the civil patients, where the focus is on services to help patients transition into local communities. In addition, the hospital will build a new 350-bed hospital on its campus to help forensic patients become stable enough to understand and participate in their court proceedings.

The hospital's behavioral health transformation efforts also include modernizing infrastructure, developing more therapeutic patient living and treatment spaces, and endorsing trauma-informed and patient-centered approaches to care.



CHIEF MEDICAL OFFICER

The Chief Medical Officer is a key leadership role on the civil side reporting to the Chief Executive Officer. You'll serve as an essential member of the hospital's Executive Cabinet on the civil center and play a crucial role in overseeing and guiding daily activities related to the hospital's administration and personnel management. You will strategically plan, develop, manage, direct and evaluate all clinical and administrative components to assure a supportive environment for all medical staff and clinical medical services. You will oversee, lead, and direct multidisciplinary management teams, programs, projects, and people and ensure that all staff adhere to safety standards, and deliver on the highest quality of services and the safest treatment to all patients.

THE OPPORTUNITY

We are seeking a visionary and collaborative leader who has experience in both medical and management leadership roles, demonstrating the respect and humility to hold themselves and all others accountable. This will be an exciting and challenging opportunity as they will be tasked to discharge a lot of patients to their families and communities and who can proactively lead, delegate and empower our workforce to live out the Western State Hospital's purpose and values of transforming lives that foster high-quality patient-centered care.

PRIMARY PRIORITIES OF WHAT YOU'LL DO

Model cohesive leadership

- Direct and demonstrate appropriate relevant strategies; establish, develop and implement overall plans, goals, and objectives to partner and support the team; understand our impact within the communities we serve to deliver safe, quality patient care.
- Supervise, lead, train, and support staff; provide direction, expertise, and guidance on complex issues, and work closely with the senior medical leadership team, other multidisciplinary teams of psychiatrists, medical physicians, nurses, pharmacists, psychologists, and other clinical staff to champion their own success.

Manage day-to-day operations

- Lead the coordination and operational effectiveness of the hospital's psychiatric and medical services.
- Participate in the formulation of treatment and administrative procedures for clinical services and ensure coordination with the social and rehabilitation programs of the hospital.
- Provide consultation on clinical matters related to nursing, rehabilitation, and other professional services.
- Support new and effective strategies for the clinical staff to ensure medical interventions are efficient and medically necessary.
- Develop the current and future business processes to support the unique needs of the patients we serve.

Maintain compliance

- Ensure hospital compliance with all federal and state laws and regulations, including the Centers for Medicare & Medicaid Services, laws governing the provision of psychiatric inpatient care, the Joint Commission on Accreditation, and Washington state professional standards of practice, Revised Code of Washington, Washington Administrative Code, and agency policies.

We want to connect with a leader who has experience, expertise, and strengths to:

- Ensure self and others are accountable for creating a cohesive environment based on the deep appreciation and respect for others where each person is heard and valued and has an innate talent for fostering an inclusive environment.
- Leverage creativity, open to new ideas and the innovation of others to deliver services, solve problems, and improve our processes and mental health care services.
- Oversee, lead, and direct multidisciplinary management teams, programs, projects, and people.
- Build trust, influence, collaborate, delegate and be a savvy relationship builder with stellar communication skills.
- Oversee budget and facilities; apply human resource practices to attract, hire, develop, coach, and retain talent; evaluate performance and recognition, and take corrective actions in accordance with labor and union laws.
- Tolerate stress, adapt to changing business needs, make high-level decisions and recommendations, and accept responsibility for the quality and timeliness of work to meet or exceed predetermined goals and objectives.

If this is your area of expertise and interest, come partner with us in doing this meaningful and critical work. We encourage you to apply.

REQUIRED EDUCATION AND EXPERIENCE

- Valid license to practice medicine and surgery in Washington state.
- Certification in general psychiatry by the American Board of Psychiatry and Neurology.
- Experience in the private/public sector with leadership and management skills that can be incorporated into the state system to improve services.
- Proven medical executive leadership.

COMPENSATION AND BENEFITS

The annual salary range for the Chief Medical Officer is $257,000 to $316,000. In addition, the Department of Social and Health Services offers a generous Executive Management benefit package that includes:

- **Retirement and Deferred Compensation –** We help you prepare for life after your career by offering an excellent retirement plan, which includes employer contributions. In addition, you may participate in the Deferred Compensation Program for a tax-deferred retirement investment.
- **Medical, Dental and Vision Insurance –** You and your family can choose from several medical and dental plans. The state's employee premiums make high-quality medical coverage affordable, and the state pays 100% of employees' dental premiums.
- **Life and Long-term Disability Insurance –** Basic life and long-term disability insurance at no cost to you, with the option to purchase additional supplemental insurance coverage with very low premiums.
- **Annual Leave –** 14-25 days of vacation per year.
- **Holidays –** 11 paid holidays.
- **Sick Leave –** 12 days per year.
- **Relocation Assistance –** Negotiable.
- **$5,000 annual allowance –** for Continued Medical Education courses

APPLICATION AND PROCESS

To be considered, please submit a CV to Anu Rao at anu.rao@dshs.wa.gov or apply directly at www.careers.wa.gov (#2021-06802).

Applicants deemed to have the most relevant demonstrated experience will be contacted for further interview and selection process. For additional information or questions contact:

Anu Rao (anu.rao@dshs.wa.gov)
DSHS Talent Acquisition Business Manager
(360) 972-6206

WASHINGTON THE EVERGREEN STATE

Washington state consistently ranks among the best states to live in the nation. Nestled in the upper left-hand corner of the Pacific Northwest, our region offers a multitude of year-round indoor and outdoor activities. We have lakes, rivers, the Pacific Ocean, ancient forests, majestic mountains, and rolling prairies that are home to some of the best geology, geography, and agriculture in the world. We have opportunities for boating, fishing, clamming, hiking, camping, crabbing, and winter sports, and are home to world-class amateur and professional sports teams, including the newest National Hockey League franchise. Washington residents also enjoy a broad spectrum of cultural activities, including several symphony orchestras, theatres, art, and history museums as well as rich and renowned dining experiences. Summers are cool, winters are temperate and the state has no income tax.

Guide to our administrations

(showing size and scope of work)

As a department we are tied together by a single mission: *to transform lives*.

Each administration within DSHS has a refined focus on this mission.

NUMBER OF DSHS STAFF
16,000+

NUMBER OF DSHS CLIENTS
1,826,015

BEHAVIORAL HEALTH ADMINISTRATION
STAFF 4,219 CLIENTS 2,891

DIVISION OF VOCATIONAL REHABILITATION
STAFF 319 CLIENTS 20,665

ECONOMIC SERVICES ADMINISTRATION
STAFF 3,941 CLIENTS 1,746,741

DEVELOPMENTAL DISABILITIES ADMINISTRATION
STAFF 4,052 CLIENTS 64,130

AGING AND LONG-TERM SUPPORT ADMINISTRATION
STAFF 2,329 CLIENTS 92,643

OFFICE OF THE SECRETARY
STAFF 455

FACILITIES, FINANCE AND ANALYTICS
STAFF 961

DEVELOPMENTAL DISABILITIES ADMINISTRATION
Supports people with intellectual and/or developmental disabilities and their families to get services and supports based on need and choice.

FACILITIES, FINANCE AND ANALYTICS
Provides the necessary stewardship of the department's physical, financial and intellectual resources by safeguarding the resources needed to care for and support our clients.

BEHAVIORAL HEALTH ADMINISTRATION
Supports sustainable recovery, independence and wellness through funding and delivering effective prevention, intervention and treatment services for youth and adults with mental health conditions and their families.

DIVISION OF VOCATIONAL REHABILITATION
Provides unemployment services and counseling to individuals with disabilities who want to work but experience barriers due to physical, sensory and/or mental disability.

ECONOMIC SERVICES ADMINISTRATION
Works to build a Washington without poverty and injustice by helping children, adults, and families weather the storms of life so they can reach their full potential through various programs. A national leader in providing poverty reduction services to nearly 1.8 million people in our state. We provide tools and resources to build well-being including cash grants, food and medical assistance, employment-focused services, refugee assistance, disability determinations and child support collection.

AGING AND LONG-TERM SUPPORT ADMINISTRATION
Supports seniors and people with disabilities living with good health, independence, dignity, and control over decisions that affect their lives.

OFFICE OF THE SECRETARY
Supports the success of all programs within the agency through technology services, human resources, equity, diversity, and inclusion, Indian policy, communications, innovation and strategy, public records requests and many more critical central services.

We stand as an anti-racist agency

At DSHS, it is our social responsibility to dismantle structural racism wherever it presents itself in our work, for staff and clients.

Our staff have already propelled the agency's equity, diversity and inclusion efforts in motion. We build on this work through a three-year anti-racism action plan that will shape our budget, leadership diversity, training and culture.