



*Developmental Disabilities Administration*

# Lakeland Village Medical Director



The Medical Director is a highly valued member of Lakeland Village's leadership team and serves as a medical expert providing clinical and strategic guidance to deliver quality services to people with intellectual and developmental disabilities.

**SALARY RANGE**

\$234,576 - \$282,528 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 to 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 criminally justice-involved 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.



## DEVELOPMENTAL DISABILITIES ADMINISTRATION

As a national leader, DSHS/DDA provides case management, residential, employment and day services and other supports to people with developmental and intellectual disabilities. This continuum of services consists of safe, high-quality home, community- and facility-based residential supports.

Statewide, more than 36,000 clients receive supports or a paid service from DSHS/DDA, which has 27 local offices, four state-operated residential habilitation centers and 10 state-operated living alternative programs, or SOLAs. Eligibility staff determine if a person meets the state definition of having a developmental disability, and case managers assess service needs and authorize supports. DSHS/DDA field staff develop resources and monitor providers.

### 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

## 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**

### FACILITIES, FINANCE AND ANALYTICS

STAFF

**961**

### 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**

#### 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.





## ▣ LAKELAND VILLAGE

Located near Spokane and originally established in 1914, Lakeland Village is a state-operated 24-hour residential habilitation center within DSHS' Developmental Disabilities Administration. With approximately 800 employees providing support to nearly 175 adult clients, our purpose is to provide comprehensive quality services that meet individual needs, honor human and legal rights, and promote independence and self-management in personalized home-like environments.

People receiving services at Lakeland Village have a wide range of needs, from profound physical and intellectual challenges to co-occurring conditions such as significant health concerns and mental illness.

Lakeland Village is able to offer training, education and health care to people with intellectual and developmental disabilities. Services include habilitation, activities of daily living training, employment training, nursing supports, medication administration, behavioral support, therapies (physical, occupational, speech) and case management.

### **Major services provided:**

- Intermediate Care Facility level-of-care
- Nursing Facility level-of-care
- Short-term respite services

Our clients get to experience an extensive day program that involves sensory integrative and interactive techniques such as touch, pressure, massage, aromatherapy, relaxation, music, environmental controls, micro technology, audio/visual sensory stimulating activities and movement.

Through our holistic services and programs, clients achieve measured success to reduce sensory defensiveness, anxiety, aggression and self-injurious behavior. Clients have vocational/employment opportunities and may work in a store on campus, recycle, provide print shop service, work in the greenhouse or produce ceramics as well as perform contracted work for community businesses.





## ■ THE OPPORTUNITY

The Medical Director is highly valued member of Lakeland Village's leadership team and serves as a medical expert to multiple disciplines that provide all facets of training, education and health care to people with intellectual and developmental disabilities.

Directly reporting to the Superintendent, the Medical Director has a unique opportunity to design, innovate and improve service delivery and systems as part of our strategic goals and objectives. We are seeking a Medical Doctor with the ability to develop an organizational structure for medical/clinical staff that associates with the regulatory expectations, assess the existing resources and influence gaps through analysis.

You will be responsible to assist in the development, implementation and monitoring of policies, procedures and practices that affect the health of the people we serve.

## ■ PRIMARY PRIORITIES

- Ensure appropriate use of resources and effective performance of duties in support of the mission, goals and operations of Lakeland Village.
- Provide leadership and clinical support.
- Ensure medical staff maintain appropriate standards of care and are meeting performance standards.
- Complete evaluations as required to demonstrate mastery, knowledge and expertise.
- Ensure policies, procedures and internal controls comply with appropriate laws, regulations and guidelines.
- Oversee, administer and execute budgets, including the resources needed to operate medical and clinical programs.
- Authorize the purchase of medical supplies, review and analyze expenditures.

## ■ WE ARE LOOKING FOR A MEDICAL DOCTOR WHO UNDERSTANDS MEDICINE AND HAS THE ABILITY TO:

- Supervise, direct and evaluate the work of physicians, physical/occupational therapy staff, dietitians, speech and language pathologists, nurses, ARNPs and contracted psychiatrists.
- Build and guide a cohesive team that is committed to the successful integration of performance objectives.
- Be a presence and resource to gain commitment from others to comply with laws, regulations, standards and guidelines.
- Build strategic relationships with partners, teams and departments to advance shared goals.
- Use sound judgment and medical expertise to drive solutions.
- Create an environment that inspires people to identify process innovations that will enhance efficiency and effectiveness for services provided

## ■ EDUCATION AND EXPERIENCE

- Professionals with a license to practice Medicine in the State of Washington or eligibility to obtain within start of employment.
- Board certificated by the American Board of Internal Medicine, Family Practice, Geriatrics, Pediatrics, Psychiatry or Neurology.
- Minimum of five (5) years of post-doctoral experience and demonstrated practice in internal medicine, family medicine, psychiatry, neurology, geriatrics, pediatrics or surgery.
- Demonstrated experience in clinical supervision and program management.
- Solid understanding of budgeting, resourcing and performance evaluation procedures



## ■ COMPENSATION AND BENEFITS

The annual salary range for the Medical Director is \$234,576 - \$282,528. In addition, the Department of Social and Health Services offers a generous 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**

## ■ APPLICATION AND PROCESS

To be considered, please submit a CV to **Anu Rao** at [raoa@dshs.wa.gov](mailto:raoa@dshs.wa.gov) or apply directly to [www.careers.wa.gov](http://www.careers.wa.gov) #2022-00146

Applicants deemed to have the most relevant demonstrated experience will be contacted for further interview and selection.

### **For additional information or questions contact:**

**Anu Rao**, Talent Acquisition Business Manager

Washington State Department  
of Social and Health Services

(C) (360)972-6206

[raoa@dshs.wa.gov](mailto:raoa@dshs.wa.gov)



## ■ 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.

Spokane is Eastern Washington's largest metropolitan center and one of the largest cities in the state. Located along the Spokane River, the city lies only 20 miles from the Washington-Idaho border and about 280 miles east of Seattle. Spokane is the economic and cultural center of this regional metropolitan area.

The affordable cost of living, quality school systems and vibrant arts and culture scene are just a few of the characteristics that entice new residents.

