Washington State
Department of Social
& Health Services

Transforming lives

Behavioral Health Administration | Western State Hospital

Chief Clinical Officer

The Chief Clinical Officer works in close collaboration with the chief medical officer and chief nursing officer to implement best practices, and develops strategic plans for the hospital. The CCO also oversees and assesses the effectiveness of treatment planning and interventions.

SALARY RANGE

$110,000 – $128,000 annually

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 800 patients and 2,500 employees. It is located in the city of Lakewood, Washington, just south of Tacoma.

WSH 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 evaluation and inpatient treatment for people with serious or long-term mental illness. Patients are referred to the hospital through their Behavioral Health Organization, the civil court system when people meet the criteria for involuntary treatment, or through the criminal court system. Our patients present with a variety of complex mental health issues including psychosis, mood disturbances, trauma symptoms and substance abuse.

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

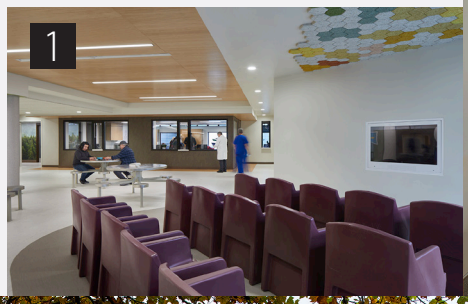
Western State Hospital is central to Washington State's vision of transforming behavioral health. This multi-year effort includes developing a Forensic Center of Excellence at Western State Hospital and providing more care in smaller community facilities for civil patients. To better support this vision, Western is creating two separate operations centers: a civil center that will continue civil operations and build the new 350-bed hospital on campus, and a forensic center that will provide mental health evaluation, treatment, habilitation and consultation services for patients who have been forensically committed.

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

1 **Western State Hospital's new NGRI ward**

2 **A patient room in one of the forensic wards**

3 **Exterior view of Western State Hospital**



CLINICAL SERVICES

The Chief Clinical Officer supervises all non-medical clinical services within the three departments of Psychology, Social Work, and Active Treatment. Psychologists and psychology associates provide assessment, evaluation, psychological treatment, and consultation. Psychologists also provide forensic services including evaluation for civil commitment, writing petitions, and court testimony. Social workers act as liaisons between patients, legal representatives, families and community partners. Social workers also provide support and education to family and primary support persons. Active Treatment includes rehabilitative counseling, recreational therapy, occupational therapy, substance use disorder services, and vocational programming.

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THE OPPORTUNITY

As Western State Hospital begins the exciting transformation into two independent operations centers, The Civil Center of Excellence and The Gage Center of Forensic Excellence in support of the Governor's vision to transform Washington's behavioral health system. In each center we're seeking a clinical leader to provide oversight of our clinical programs and provide clinical supervision to core clinical staff. Trailblazers who can evaluate the current processes in place and provide guidance, and support to what needs to be improved upon. In other words, help ensure team members understand the valuable part they play in achieving our goals and, ultimately, our vision and mission, to take Western State Hospital to the next level.

PRIMARY PRIORITIES

Gage Center of Forensic Excellence

- Plan, develop and direct program operations and service delivery for 13 psychiatric wards, treating Not Guilty by Reason of Insanity patients, people ordered to undergo forensic evaluation and restoration, and a small number of civil patients with "special findings".
- Provide direct supervision to Psychology, Treatment/Rehabilitative Services, and Social Work/Community Services.
- Supervise non-medical staff, Social Work, Psychology, and Support Services, Rehabilitation Services, completing annual performance evaluations.
- Provide leadership and support for subordinate supervisors/managers regarding clinical personnel and policy matters.
- Oversee census, admissions, and jail transfers, and prioritization of forensic evaluations, discharges, transfers, and staffing patterns.
- Identify short and long-term organization goals.
- Oversee and direct all patient care and quality assurance activities related to meeting Center for Medicare and Medicaid Services, the Joint Commission accreditation standards and Washington State licensing standards.
- Collaborate with other divisions within the hospital.

Civil Center of Excellence

- Plan, develop and direct program operations and service delivery for 16 psychiatric wards, treating civilly committed patients, including those housed in the Habilitative Mental Health unit.
- Provide direct supervision to Psychology, Treatment/Rehabilitative Services, and Social Work/Community Services.
- Supervise non-medical staff, Social Work, Psychology, and Support Services, Rehabilitation Services, completing annual performance evaluations.
- Provide leadership and support for subordinate supervisors/managers regarding clinical personnel and policy matters.
- Oversee census, admissions, and prioritization of discharges, transfers and staffing patterns.
- Identify short and long-term organization goals.
- Oversee and direct all patient care and quality assurance activities related to meeting Center for Medicare and Medicaid Services, the Joint Commission accreditation standards and Washington State licensing standards.
- Collaborate with other divisions within the hospital.

COMPENSATION AND BENEFITS

The annual salary range for the Clinical Chief Officer is $110,000 to $128,000. 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.

APPLICATION AND PROCESS

For the Chief Clinical Officer, we would like to extend an offer of employment by July 2021.

Applicant material received by June 30th will be given guaranteed consideration. Applicants deemed to have the most relevant demonstrated experience will be contacted for further interview and selection

To be considered, please submit a resume and cover letter addressing your interest and the knowledge, skills and abilities noted in this profile to Tracie Kidd at Tracie.Kidd@dshs.wa.gov or apply directly to www.careers.wa.gov #2021-04383.

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.

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 four) 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 mental health treatment for patients in state-operated psychiatric hospitals as well as those who are criminally justice-involved and waiting to receive competency evaluation and restoration services.

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.

BIENNIAL (TWO-YEAR) BUDGET
$1.2 Billion

TOTAL EMPLOYEES
4,200+

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

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.