



**Job Code:** 8186

**Grade:** K12

**HCWR:** N

**Job Title**

Chief Behavioral Health Officer (CBHO)

**Department**

Behavioral Health

This position is exempt from Career Service under the CCH Personnel Rules.

**Job Summary**

The Chief Behavioral Health Officer (CBHO) will lead the behavioral health program development and strategies for Cook County Health (CCH). Guides the CCH leadership team and directly interfacing with all levels of staff to further behavioral health resources and solutions throughout Cook County and leading CCH's Office of Behavioral Health. This position will provide oversight of the growth of inpatient services through the development of a new inpatient psychiatric unit, outpatient services though expanded service coverage, community-based services, substance abuse services, and justice-involved patient services. This position will be required to provide direct patient care as a member of the Medical Staff.

**General Administrative Responsibilities**

*Collective Bargaining*

- Review applicable Collective Bargaining Agreements and consult with Labor Relations to generate management proposals
- Participate in collective bargaining negotiations, caucus discussions and working meetings

*Discipline*

- Document, recommend and effectuate discipline at all levels
- Work closely with labor relations and/or labor counsel to effectuate and enforce applicable Collective Bargaining Agreements
- Initiate, authorize and complete disciplinary action pursuant to CCH system rules, policies, procedures and provision of applicable collective bargaining agreements

*Supervision*

- Direct and effectuate CCH management policies and practices
- Access and proficiently navigate CCH records system to obtain and review information necessary to execute provisions of applicable collective bargaining agreements



**General Administrative Responsibilities**

*Management*

- Contribute to the management of CCH staff and CCH' systemic development and success
- Discuss and develop CCH system policies and procedures
- Consistently use independent judgment to identify operational staffing issues and needs and perform the following functions as necessary; hire, transfer, suspend, layoff, recall, promote, discharge, assign, direct or discipline employees pursuant to applicable Collective Bargaining Agreements
- Work with Labor Relations to discern past practice when necessary

**Typical Duties**

- Leads behavioral health program development and strategies for Cook County Health (CCH) to improve accessibility and increase equity of behavioral health care in the community and serve as the chief behavioral health contact for external agencies including task forces and county committees
- Establishes, maintains, and fosters professional working relationships with all behavioral health providers and develops regular ongoing working relationships with the community mental health systems in the market including community mental health centers, correctional mental health centers, treatment facilities and other significant behavioral health providers
- Spearheads initiatives to reduce stigma associated with behavioral health and wellness in the community. Identifies and participate in discussions and negotiations for new behavioral health initiatives and sustain support for existing programs
- Performs data analysis and develops specific actions to manage medical cost trends
- Partners and collaborates with leadership regarding behavioral health matters and initiatives in setting and driving organizational vision, operational strategy, and hiring needs
- Provides oversight and management of developing, responding to and implementing behavioral health grants and contracts. Analyzes proposals and partnering opportunities, advising leadership on appropriateness and applicability for CCH.
- Develops actionable strategies and plans to ensure alignment for both short- and long-term behavioral health goals and objectives
- Develops and implements process and procedures for continuous improvement of behavioral health services in Cook County
- Direct analysis and research programs to increase understanding of population needs for behavioral health services
- Oversees development, implementation, and monitoring of behavioral health service training and competencies for non-clinical staff
- Partners with the Department of Psychiatry to collaborate and execute on key initiatives
- Provides guidance and drives behavioral health programs through the development of policy and procedure, clinical criteria, and workflows with an emphasis on equity and accessibility to support future expansion and growth efforts
- Applies a population health lens to influence change in the social determinates of health for the county including housing, food accessibility, and education among others



**Typical Duties**

- Provides oversight and support in the development of member and provider education tools and materials. Identifies educational programs and seminars that are pertinent to the educational and professional growth needs of staff.
- Assists in establishing effective operational practices and works closely with various health plan departments and regulatory agencies to ensure contract meet operating, financial and legal standards. Ensures compliance with regulatory requirements and accreditation standards
- Assists in reviewing, analyzing data, and developing strategies for determining budget priorities based on program outcomes, stakeholder, cost-analysis and financial input from federal, state, and local sources
- As a member of the Medical Staff, this position will provide direct patient care
- Performs other duties as assigned

**Reporting Relationship**

Reports to Chief Executive Officer-CCHHS

**Minimum Qualifications**

- Doctor of Medicine (MD) or Doctor of Osteopathy (DO) from an accredited college or university or foreign equivalent
- American Board of Psychiatry Certified
- Licensed as a physician in the State of Illinois or the ability to obtain Illinois physician license prior to starting employment
- Valid Illinois and Federal controlled substance license or have the ability to obtain prior to starting employment
- Six (6) years of post-residency clinical experience
- Six (6) years of behavioral health management experience in a leadership level
- Experience working with vulnerable populations who have chronic or complex bio- psychosocial needs
- Must maintain credential through Medical Staff to provide care to patients

**Preferred Qualifications**

- Six (6) years of experience in a clinical practice experience in both inpatient and outpatient settings
- Experience with public health institutions and initiatives
- Experience working in a safety net health care system
- Experience working with justice involved and dually diagnosed populations

**Knowledge, Skills, Abilities and Other Characteristics**

- Excellent verbal and written communication skills necessary to communicate with all levels of staff and a patient population composed of diverse cultures and age groups
- Extensive knowledge of behavioral health management program development
- Demonstrate analytical and organizational, problem-solving, critical thinking, and conflict management/resolutions skills



**Knowledge, Skills, Abilities and Other Characteristics**

- Strong attention to detail, accuracy, and precision
- Ability to maintain a professional demeanor and composure when challenged
- Ability to meet appropriate confidentiality standards for protected health information (PHI)
- Ability to analyze and interpret financial data to coordinate the preparation of financial records

**Physical and Environmental Demands**

This position is functioning within a healthcare environment. The incumbent is responsible for adherence to all hospital and department specific safety requirements. This includes but is not limited to the following policies and procedures: complying with Personal Protective Equipment requirements, hand washing and sanitizing practices, complying with department specific engineering and work practice controls and any other work area safety precautions as specified by hospital wide policy and departmental procedures.

**The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the personnel so classified.**

**For purposes of the American with Disabilities Act, “Typical Duties” are essential job functions.**