UPMC Job Posting

Title: Program Director (Autism Spectrum Disorders & Behavioral Health)

Description:

Are you a behavioral health clinician with a passion for working with individuals diagnosed with Autism Spectrum Disorders and/or Intellectual Disabilities? Are you looking for an opportunity to take the lead on program development and treatment strategies and be a part of clinical unit leadership? Think you're up for the challenge? This could be it!

Western Psychiatric Institute & Clinic is currently seeking a full-time clinical Program Director to provide clinical expertise and development within this clinical area. This position will have oversight of staff working in the area, including an Assistant Program Director, 3 mental health safety specialists, and a health counselor.

Responsibilities:

Completes the responsibilities of the position accurately and efficiently. Demonstrates extensive knowledge and understanding of the symptomatic display of behavioral dysfunction accompanying current DSM disorders. Demonstrates an understanding of behavioral management principles and can formulate, implement and evaluate behavioral treatment plans. Demonstrates the ability to provide behavioral and clinical supervision for the direct care staff and all unit employees.

Demonstrates the ability to communicate both verbally and written with a multidisciplinary staff. Attends unit meetings, actively participates in identification of areas for improvement and works in collaboration with the unit leadership to implement programmatic revisions. Participates with the nursing management in evaluating patient satisfaction and assists in developing and implementing recommended actions. Assumes other responsibilities as directed.

Develops, conducts and evaluates staff education and training in the area of therapeutic communications, interactions and consumer satisfaction. Provides role modeling and feedback to the direct care staff on milieu management and behavioral and cognitive strategies. Develops, implements, evaluates and revises the milieu management program in collaboration with the unit leadership and direct supervision. Provides behavior management education and consultation for consumers, families and significant others. Monitors progress. Coordinates, consults and collaborates with the outpatient treatment team and the multidisciplinary treatment team to provide follow through of the behavioral treatment plan to improve communication and coordination across levels of care. This includes schools, wrap-around services, partial programs, RTFs, mobile crisis, IOP, group homes and applicable outpatient services. Develops and coordinates individual and group therapies, provides supervision to milieu therapists, behavioral specialists, nurses and other unit staff. Participates in diagnostic, discharge, treatment evaluation and other aspects of consumer care on an as needed basis. May assume clinical care responsibilities as needed.

Provides individual patient assessments, develops special treatment plans and coordinates the implementation of the plan. Evaluates effectiveness and reports progress to the multidisciplinary treatment team. Delegates assignments and development of plans as needed. Participates in specific program leadership meetings and coordinates the implementation of administrative, clinical, training and educational decisions in the daily functioning of the program. Demonstrates and has advanced knowledge of structured clinical assessment tools including specific measures of psychiatric symptomatology, functional behavior assessments, family functioning, and academic achievement within ability to communicate results of evaluations to consumers, families and referral agencies/ professionals. Assumes routine administrative responsibilities as indicated, and assists in the development and implementation of the hospital and unit policies and procedures. Maintains relevant documentation, departmental statistics, and direct clinical contact commensurate with caseload. Maintains competencies of direct reports, if applicable. Provides direct reports with clinical and administrative supervision and mentorship.

The employee in this position reports directly to the Director of Clinical Services. Administrative and clinical supervision is provided by the Director of Clinical Services and additional clinical supervision is provided by the Service Line Chief or designee. The incumbent is responsible for the clinical supervision of the unit staff on the implementation of therapeutic strategies, and other clinical interventions. Incumbent will work with the NCM and ANCMs to address concerns related to direct care staff's ability to accurately and appropriately implement these techniques.

Qualifications:

Doctoral degree (e.g., PhD, PsyD) in psychology, school psychology/psychologist, education or a related field

2 years of clinical experience.

Proven leadership skills and an ability to work with patients and their families and to work collaboratively with other staff members specifically demonstrating communication, coordination and organizational skills.

Knowledge of community and outpatient programs to provide continuing behavioral treatment to the patient and family.

Ability to work independently, set priorities and meet deadlines.

Expertise in basic principles of applied behavior analysis, development of behavioral programs, empirical assessment, single case methodologies and treatment evaluation

Please let me know if you have any further questions.

Thank you,

Tommy

**Tommy Corsello, sHRBP**

*Employment Specialist, Executive Recruitment*

UPMC Talent Acquisition



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**Inclusion begins with a core belief that everyone deserves DIGNITY & RESPECT.**