

# CAREER OPPORTUNITY for 2 POSITIONS

## MEDICAL DIRECTOR OF PSYCHIATRY

\$199,139–\$278,866 annual salary

## PSYCHIATRIST (GENERAL/FORENSIC)

\$183,497–\$260,728 annual salary

### DEPARTMENT OF HEALTH & HUMAN SERVICES

LANE COUNTY, OREGON

Lane County is in search of **TWO** positions: a **Medical Director of Psychiatry**, and a **General/Forensic Psychiatrist**. Both positions require a medical degree and board certification in Psychiatry (or ability to become certified in 24 months). Both positions are in the Behavioral Health Division of the Health and Human Services Department and provide care to children, adults, and families with behavioral health needs.





## *the* COMMUNITY

**H**OME TO OVER 379,000 RESIDENTS, Lane County stretches from the scenic Oregon Coast to the Cascade Mountains, with beautiful rivers and natural charm, the County is a great place to live, work and play. Oregon is known for its mild climate, natural environment, and ample recreational opportunities for biking, hiking, camping, kayaking, hot springs, and more. Located just an hour from the State's capital of Salem and two hours from Portland, Lane County offers proximity to the two largest urban hubs in the state while retaining its natural charm. The County Seat, Eugene, is consistently ranked as one of the best places to live in Oregon, and one of the best small cities in the United States. Eugene is also known as an epicenter of athletics and education. Home to University of Oregon and its iconic Autzen Stadium and Hayward Field, the County also includes Bushnell University and Lane Community College. The community is engaged and environmentally aware, with a focus on preserving the prolific natural beauty of the County. There is an abundance of unique dining, shopping, and entertainment opportunities, with locally owned stores, galleries, artisan markets, a performing arts center, concert venues, and more.



## *the* COUNTY

**L**ANE COUNTY IS GOVERNED by a five-member Board of Commissioners who appoint a County Administrator to oversee day-to-day operations. The County has approximately 1,600 staff across 13 departments, and an annual budget of \$716 million. The County is guided by four Board-approved priority areas:

- ▶ **SAFE, HEALTHY COUNTY**
- ▶ **ROBUST INFRASTRUCTURE**
- ▶ **VIBRANT COMMUNITIES**
- ▶ **OUR PEOPLE & PARTNERSHIPS**

These priority areas act as a guide to responsibly manage limited resources and deliver vital services with passion, innovation, and integrity.



# DEPARTMENT OF HEALTH AND HUMAN SERVICES & BEHAVIORAL HEALTH DIVISION

**THE HEALTH AND HUMAN SERVICES (HHS) DEPARTMENT** has over 700 staff, a budget of \$142 million and is a consolidated department which includes behavioral health, social, and public health services under one department. The mission of the department is “to promote and protect the health and wellbeing of individuals, families, and our communities of Lane County.” HHS provides services through multiple divisions and programs:

**BEHAVIORAL  
HEALTH**

**PUBLIC HEALTH**

**HUMAN SERVICES**

**COMMUNITY  
HEALTH CENTERS**

**DEVELOPMENTAL  
DISABILITIES SERVICES**

**LANECARE**

**YOUTH SERVICES**

**ADMINISTRATION &  
SUPPORT SERVICES**

**Behavioral Health Services’ (BHS)** mission is to enhance individual and family wellness through integrated care and community connections. BHS encompasses a range of services and programs for children, families, and adults to provide an integrated, holistic, multi-disciplinary team approach to serving individuals with moderate to severe mental and emotional difficulties. BHS has a budget of \$36 million, over 120 staff, and five teams comprised of psychiatrists, peer specialists, qualified mental health associates, and mental health providers. Each team has a panel of approximately 250 clients. These professionals serve the most vulnerable, persistently mentally ill patients. This division also contracts with nonprofit providers for assertive community treatment and wrap around services for our clients. The division contracts with a third-party mobile crisis unit and the County has a psychiatric acute care hospital.

BHS is a public mental health provider receiving funding from state mental health grants and client fees, some of which may be in the form of Medicaid, Medicare, and other insurance carriers’ reimbursements. We demonstrate through our actions a respect for our clients, a belief in their ability to achieve recovery and appreciation for diversity and individual differences. BHS services include:

- ▶ **Adult Outpatient Mental Health Services**
- ▶ **Child and Adolescent Mental Health Services**
- ▶ **Forensic Mental Health Programs**
- ▶ **Medication Assisted Treatment Program**
- ▶ **Adult Protective Services**

For more information about the Behavioral Health Division go to: [www.lanecounty.org/cms/One.aspx?portalId=3585881&pageId=4133179](http://www.lanecounty.org/cms/One.aspx?portalId=3585881&pageId=4133179)

# the JOBS

## OUR IDEAL

**CANDIDATES** for both positions will be psychiatric professionals who are passionate about the work they do and committed to making a difference in the lives of the people they serve, with a belief in their ability to achieve recovery, and an appreciation for diversity and individual differences. Both positions will also:

- ▶ Be proactive business partners, address issues, and act quickly.
- ▶ Demonstrate strong political savvy, diplomacy and intelligence.
- ▶ Be accessible and responsive to others, and readily commit to action.
- ▶ Identify problems, solve them, act decisively and show good judgement, and understand decision impacts.
- ▶ Direct, persuade, motivate, and easily build and maintain trust with others.
- ▶ Communicate effectively, value customer service excellence, and build an enjoyable work atmosphere.

## MEDICAL DIRECTOR OF PSYCHIATRY

**THE MEDICAL DIRECTOR OF PSYCHIATRY** reports to the the Chief Medical Officer. The Medical Director oversees the medical side of the behavioral health services and oversees nine psychiatrists who provide mental health services to our clients. The position directs treatment and serves as the subject matter expert for staff and the community. The Medical Director splits their time between direct care, which includes overseeing clinical practice quality, reviewing the work of other psychiatrists, and administrative support (staff performance, timesheets, coverage, telehealth, resources, etc.), and overall care and delivery of these services through the development of programs, policies and procedures, and ensuring compliance with laws and regulations. This position also participates in budget and resource development, monitors funds throughout the year, and works as a team with administrative and support staff side of the division. The Medical Director represents the Department and County at meetings, public events, training sessions, committees, and responds to the media and other outlets as needed.

### *Our Ideal Medical Director Candidate...*

- ▶ Serves as the face of the agency with regards to community engagement and participation.
- ▶ Serves as the Mental Health Authority for the County and sets the tone of Behavioral Health in our community, and provides medical consultation to public and environmental health programs.
- ▶ Develops and delivers a vision for Behavioral Health Services in conjunction with the BH Division Manager.
- ▶ Assesses community behavioral health needs and develops a strategy to bridge identified gaps.
- ▶ Serves as community physician on behalf of all County residents.
- ▶ Communicates successfully with the media and takes an interest in public relations strategies.
- ▶ Maintains high visibility on community health issues and maintains cooperative relationships with others.
- ▶ Works with County, State, Federal and local government officials and the local medical community.
- ▶ Makes recommendations regarding legislation potential impact in public health policies.

## EMPLOYMENT STANDARDS

- ▶ A degree as a Medical Doctor in Psychiatry and five years of progressively responsible experience including supervisory experience,
- ▶ State of Oregon Medical License including dispensing privileges, or ability to become licensed,
- ▶ Board Certification by a recognized national board in Psychiatry,
- ▶ DEA Certificate,
- ▶ NPI,
- ▶ CPR/BLS by time of hire,
- ▶ Provide immunization records within 10 days of hire,
- ▶ Successful passing of a full criminal background check and drug screen.



## GENERAL and/or FORENSIC PSYCHIATRIST

**T**HE PSYCHIATRIST provides outpatient care to individuals with a variety of psychiatric conditions, including severe and persistent mental illness. Responsibilities include psychiatric assessment, diagnosis, development and implementation of treatment plans, medication management and use of appropriate laboratory testing. Care is provided in a team-based model with therapists, case managers, and peer support specialists, in consultation with primary care and with patients' families and supports, with a caseload of up to 250. This position plays a vital role in the health of our community providing care for people in need, and provides services to adults, could work with individuals leaving jail for continuum of care, and works full time (however the County will consider a flex schedule, including working from home for telehealth during COVID).

### ***Our Ideal PSYCHIATRIST Candidate will...***

- ▶ Have a background and experience as a general, adult psychiatrist, and/or forensic knowledge or experience, to assist in managing a growing forensics program.
- ▶ Have knowledge, and ideally experience, working with mental health clients in the criminal justice system.
- ▶ Be passionate about the work we do.
- ▶ Periodically testify in the courts on the progress of treatment for clients.
- ▶ Take a leadership role in the Forensic Intensive Treatment Team and Mobile Treatment Program.
- ▶ Focus on outcomes-based metrics, and evidence based practices.
- ▶ Provide Telehealth services.

## EMPLOYMENT STANDARDS

- ▶ Graduation from an approved school of medicine with an MD or DO degree, completion of an approved residency program in psychiatry by time of appointment, and board certification as a Psychiatrist, or the ability to become board certified within 24 months,
- ▶ Three years of increasingly responsible clinical psychiatric experience by time of appointment,
- ▶ Possession of a valid State of Oregon license as an MD or DO,
- ▶ Possession of a Drug Enforcement Agency number at time of appointment,
- ▶ Immunization records within 10 days of hire,
- ▶ BLS/CPR by time of hire,
- ▶ Successful passing of a full criminal background check and drug screen.

# COMPENSATION & BENEFITS

**MEDICAL DIRECTOR: \$199,139–\$278,866 ANNUAL • PSYCHIATRIST: \$183,497–\$260,728 ANNUAL**

*Plus a generous benefit program that includes the following elements:*

At Lane County, we value our employees and we show it with our extraordinary benefits. We know that you chose public service for more than a paycheck, and our outstanding benefits are designed to help you Live Well, Live Lane—throughout your career:

**RELOCATION BONUS.** The County will pay up to 50% of moving fees up to a maximum of \$15,000 paid by Lane County if employee chooses to use a professional mover (i.e., up to \$30,000 total moving expenses), or up to \$20,000 if employee chooses to move solely on his or her own. If the employee chooses to terminate employment with the COUNTY prior to one (1) years of service, then the employee will return a prorated amount of the reimbursement by the COUNTY for moving expenses based on the length of service.

**MEDICAL/RX/VISION** Medical, prescription and vision exam coverage with low premiums for you and your eligible dependents.

**WELLNESS CLINIC** The Live Well Center is for Lane County benefits-eligible employees, spouses and dependents (ages 2 and up) who are enrolled in the Lane County health plan. Provides confidential, affordable care for your acute and preventive healthcare needs, health coaching, chronic disease counseling, comprehensive primary care services, and much more.

**DENTAL** Dental coverage for employees and their eligible dependents.

**EMPLOYEE ASSISTANCE PROGRAM (EAP)** Counseling and concierge service to employees and members of their immediate households.

**FITNESS CENTER MEMBERSHIP** Free membership to a local fitness center; and discounted rates for family members.

**RETIREMENT** Oregon Public Service Retirement Plan (OPSRP) and the Individual Account Program (IAP) following six full months of employment.

**DISABILITY** Short-Term and Long-Term Disability coverage.

**TIME MANAGEMENT** A generous bank of hours to be used for sick, vacation, family emergencies and personal days

**HOLIDAYS** Nine paid holidays per year.

**LIFE INSURANCE** Employee group term life insurance.

**DEFERRED COMPENSATION RETIREMENT** Deferred compensation program 457(b).

**SAVINGS** Employees may enroll in a deferred compensation program 457(b) to save for retirement.

**VISION** Supplemental vision insurance.

**SUPPLEMENTAL LIFE INSURANCE** Supplemental life insurance.

**GROUP DISCOUNTS** Group discounts may include homeowners and auto insurance, pet health insurance, credit union membership.

For more information on our benefits you can visit the [Lane County website](#) or better yet utilize our benefit advisor tool **ALEX!** ALEX is an interactive tool that will help you understand the benefits being offered, out of pocket expenses and coverage available. You will need the Collective Bargaining Unit found in your job posting and when asked for your date of hire, please put in today's date.

# HOW *to* APPLY

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**Applications will be reviewed and screened immediately upon receipt.** This position will remain open until filled. Candidates are encouraged to submit their application as soon as possible.

Apply at: [wbcpinc.com/job-board/](http://wbcpinc.com/job-board/)

**QUESTIONS?** Please contact your recruiter, Wendi Brown, with any questions:

**866-929-WBCP (9227) toll free | 541-664-0376 (direct) | [wendi@wbcpinc.com](mailto:wendi@wbcpinc.com)**

