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State of Nevada
Department of Corrections

UNCLASSIFIED JOB ANNOUNCEMENT

Mental Health Director
Nevada Department of Corrections Programs Division

Recruitment Open to:

This is an open competitive recruitment, open to all qualified applicants. This is a full-time unclassified position that is appointed by and serves at the pleasure of the Deputy Director of Programs for the Nevada Department of Corrections (NDOC). **This position is contingent on Legislative Approval of the funding and position, with an estimated (negotiable) start date of July 3, 2017.**

Position Location: Las Vegas, Nevada or Carson City, Nevada

Approximate Annual Salary:

Up to \$108,000 (Salary range reflects retirement (PERS) contributions by both the employee and employer. An employer paid contribution plan is also available with a reduced gross salary). Salary reflects retirement (PERS) contributions by both the employee and employer. An Employer paid contribution plan is available at the election of the employee and results in a reduced gross salary. The State benefits package includes a retirement system, paid health, vision, dental, life and disability insurance; 11 paid holidays, and paid sick and annual leave. An explanation of the retirement options and information regarding state retirement benefits may be accessed at www.nvpers.org. A description of the current health benefits available to all employees may be accessed at <https://pebp.state.nv.us>. Other employee paid benefits such as deferred compensation plans are available.

The Position Responsibilities and Requirements:

The Nevada Department of Corrections (NDOC) is seeking qualified applicants for the position of Mental Health Director for the Programs Division. The mission of the NDOC is to improve public safety by ensuring a safe and humane environment that incorporates proven rehabilitation initiatives that prepare individuals for successful reintegration into our communities. Under the general direction of the Deputy Director of Programs, this position is responsible for directing the planning, development, implementation and evaluation of a comprehensive mental health program that conforms to federal and state law. The position provides leadership and oversight for mental health and substance abuse.

The Director of Mental Health will be responsible for:

- Developing operational guidelines, regulations, policies and procedures to include the level of care; definitional structures; standardizing of intake and assessment forms; activities related to those medication non-compliant and ensuring the least evasive medication management strategies for the inmate to function; time frames for follow up;
- Ensuring a standardized approach to medication panels; treatment plans; use of the DSM 5 Diagnosis Codes; individual case management and treatment plans through the development of standardized policies and procedures to provide inmates with the most appropriate level of care in the least restrictive correctional environment;
- Development of a comprehensive treatment team to consist of Qualified Health Professional (QHP); Qualified Mental Health Professional (QMHP); Case worker, Unit Manager and a correctional officer;
- Identification of mental health position changes that will be required based on these reforms. NDOC anticipates a shift of positions from mental health and correctional officers to the NNCC;
- Identification of step down resources for mental health services at both Warm Springs Correctional Center (WSCC) and High Desert Correctional Center (HDSP) for those inmates that have been stabilized and can function in a lower level of care unit;
- Train and direct clinical staff to provide crisis intervention by applying appropriate psychotherapeutic techniques and principles in order to relieve the immediate problem; de-escalate inmates who may be hostile, aggressive, combative or assaultive; follow established protocol in order to protect inmates, staff, and others who may be at risk; form a crisis debriefing team of mental health and security professionals and debrief staff involved in emergency situations to alleviate emotional concerns;
- Consulting with and training clinical and custody staff regarding current policies and procedures to comply with statutory and ethical requirements and current scientific developments in areas relevant to agency services;
- Participating in planning, developing and coordinating program services to meet the needs of the inmate population served; participate in committees and facility activities in developing service delivery needs assessments and evaluations, policies and procedures; and participate in quality review programs. In a correctional setting, participate on the Interdisciplinary Team to deliver services to inmates within their units;
- Training and directing subordinate clinical staff to document treatment activities in regular written evaluations and on charts to comply with legal requirements and maintain adequate records; prepare information and documentation necessary for billing and recommend third party payments as appropriate;
- Directing subordinate clinical staff to provide psychological services to clients or inmates in a correctional, rehabilitative, clinic or institutional setting including psychological testing, assessments, treatment planning and implementation, psychotherapy, consultation, psycho-educational classes, research and training;
- Directing subordinate clinical staff to perform psychological evaluations; select and administer appropriate psychological tests; interpret results; and interview individuals to determine treatment, programming or placement needs and when necessary for high profile cases personally perform these evaluations;
- Training and directing staff to make specific treatment recommendations; interpret and integrate test data with interview findings and behavioral observations; discuss results with inmates or appropriate individuals such as parent or guardians; prepare written reports on inmates tested which include clinical impressions and diagnostic classification;

- Directing the participation of members of the treatment team whether clinical or custody staff in diagnostic staff meetings; share information and analyze treatment options; define, provide and schedule appropriate care; and
- Training and directing clinical staff to provide psychotherapeutic services utilizing a variety of methods such as individual and group therapy, biofeedback therapy, relaxation training, marriage and family counseling, substance abuse counseling, and pain management counseling to facilitate recovery and maintain an inmate in the least restrictive environment possible.

The candidate must have strong written and verbal communication skills, including public speaking ability, excellent organizational skills, the capacity to establish successful interpersonal relationships and teamwork. Ideally, the successful candidate will have demonstrated experience with public programs; public administration, including policy development, program oversight, and human resources management.

Licenses, Certificates, Degrees, or Credentials required for position:

Minimum requirements include a doctoral degree from an accredited college or university in clinical psychology, counseling, education, social work, or closely related field and five years of post-doctoral experience providing therapy, psychological testing and rehabilitative programs to clients or inmates in a correctional, rehabilitative, clinic or institutional setting, two years of which must have been in a supervisory capacity; **OR** a Doctoral degree (Psy.D.) in clinical psychology from an accredited school of professional psychology and five years of experience as described above; **OR** current licensure as a psychiatrist issued by the State of Nevada Board of Medical Examiners.

TO APPLY: Please submit a detailed resume and a cover letter which addresses your qualifications for the position. Resume must include a detailed description of your employment history, duties, number and level of staff supervised, and professional references to:

*Christine Leathers, Personnel Officer, 3955 West Russell Road, Las Vegas, Nevada
89118 or email at CLEathers@doc.nv.gov.*

Applications will be accepted until recruitment needs are satisfied. Qualified individuals are encouraged to submit applications as early as possible as this announcement may close at any time without notice.

The State of Nevada is an Equal Opportunity Employer.