JOB POSTING

BEHAVIORAL HEALTH EXECUTIVE COUNCIL
Director IV

Position Title: Director
State Classification Title: Director IV (B29)
State Classification Number: 1623
FLSA Status: Professional Exempt
Salary Range: $92,390 to $120,000

The Texas Behavioral Health Executive Council (BHEC) is seeking a dynamic, visionary and established leader with a solid breadth of organizational management experience to meet the challenge of developing a new state agency. As the sole BHEC employee upon hire, under the direction of the Council, the BHEC Director will oversee the formation and administration of all agency operations, developing a strategic plan and formalizing policies and procedures that ensure operational success. The Director will work to ensure BHEC has the financial resources to provide high-quality service and will also be responsible for hiring senior-level management with foundational knowledge of state agency operations to ensure daily operating efficiency and bring on additional employees to achieve a fully staffed workforce. The work of the Director will require experience and collaboration in areas such as human resources; financial services and organizational budgeting; licensing, regulation and program administration; and public and government relations. The Director’s role will also require frequent interaction with the legislature and government officials, mental health professionals and other stakeholders and members of the public. The successful candidate will be significantly experienced in state government organizational leadership; committed to advancing mental health and leading the growth of Behavioral Health Executive Council into a well-established and successful agency, and possess the ability to inspire, lead and mobilize others. If this sounds like you, please check out the details below and apply!

*The Texas Department of Licensing and Regulation (TDLR) is assisting the Texas Behavioral Health Executive Council in the BHEC Director hiring process. Communications regarding the position will come from TDLR, and applications should be submitted to TDLR or via workintexas.com. Please read further details about the application process below.*

Job Description
The Director serves at the will of the Texas Behavioral Health Executive Council as the chief executive officer of the Council. The Director performs highly advanced policy, administration, and managerial work for the agency including a full range of executive level managerial responsibilities. Reports to and receives general direction from the Council through its chair. Provides general direction to managerial staff. Participates in all Council meetings.

Conditions of Employment
Serves at the discretion of the Texas Behavioral Health Executive Council. Subject to annual evaluation. Available for overnight travel to conferences and meetings.

Essential Duties
- Manages the establishment and development of the Texas Behavioral Health Executive Council as a new state agency from infancy to a successfully operating organization.
- Oversees operations and programmatic activities of the Behavioral Health Executive Council in accordance with goals, priorities, policies and applicable laws and regulations. Ensures required functions of the agency are carried out efficiently and effectively within established time frames.
- Supports Council members in their governance role regarding meetings, planning, communication procedures, and advises the Council on critical matters related to agency performance.
• Ensures Council and member board compliance training required by law including the Open Meetings and Public Information Acts. Prepares and presents the agency’s strategic plan, legislative appropriations request, biennial budget, annual operating budget, annual financial report, and other reports as required.
• Oversees and conducts the hiring and onboarding process for senior-level management who serve as direct reports and who possess extensive knowledge and experience of foundational processes for state agencies to assist in development of full workforce and agency operating policies and procedures.
• For direct reports, oversees the development of performance standards and position descriptions, makes assignments, provides guidance and mentoring; develops, consults on, and recommends personnel actions and ensures accurate and timely appraisals and meaningful developmental opportunities.
• Provides guidance to the Council in connection with any litigation involving the agency and represents the Council at hearings, litigation, and the like.
• Advises the Council of developments in state and federal legislation and regulations that impact agency operations and programs. Informs the Council of the implication of these trends/developments and makes recommendations for the agency’s consideration.
• Provides a leadership role in the regulation of the practice of psychology, counseling, marriage and family therapy, and social work by communicating the Council’s and member boards’ respective missions, goals, and objectives.
• Develops and recommends rules, policies, goals, objectives, performance measures, as well as strategic and financial planning for the Council’s consideration and approval.
• Oversees the agency’s management, financial, information technology, personnel, communication, licensing, and compliance activities.
• Monitors and researches state and national trends and developments in the regulation of the practice of psychology, counseling, marriage and family therapy, and social work.
• Establishes and maintains relationships with relevant state governmental entities including the Legislative Budget Board, Governor’s Office, Office of the Attorney General, Health Professions Council, and various health or government related legislative committees, members, and staff. Communicates the Council’s priorities and needs with respect to funding and legislative changes. Confers with legislative members and/or legislative staff, and with Council members, industry representatives and staff to discuss issues, coordinate activities, and resolve problems.
• Represents the Council to a variety of constituencies, including legislative bodies, elected officials, professional associations, educational institutions, licensees, consumers, and other governmental agencies or entities at both state and federal levels.

Minimum Requirements
Seven (7) years senior-level managerial experience in state or federal government or business required. Experience in public communication, practice and principles of organizational planning, budget preparation and strategic planning required. Proven track record of reducing costs while sustaining quality. Prior experience with state regulatory agencies preferred. Bachelor’s degree required, and graduate degree preferred. Degrees recognized if obtained from a college or university accredited by a regional accrediting organization recognized by the Council for Higher Education Accreditation, the Texas Higher Education Coordinating Board, or the United States Department of Education.

Veterans, Reservists or Guardsmen with an MOS or additional duties that fall in the fields of 01 General Command and Staff, 19G100-Group Superintendent, 70-Operations General, 13A-Field Artillery General or other related fields pertaining to the minimum experience requirements may meet the minimum qualifications for this position and are highly encouraged to apply. Additional Military Crosswalk information can be accessed at:
http://www.hr.sao.texas.gov/Compensation/MilitaryCrosswalk/MOSC_ProgramManagement.pdf

Knowledge, Skills and Abilities
Extensive knowledge of local, state and federal laws and regulations relevant to the fields and programs
regulated or to be regulated by the member boards. Knowledge of business and management principles involved in strategic planning, resource allocation, and leadership techniques; of accounting, budgeting and financial principles; and of the principles and practices of public administration and management. Skill in eliminating redundancies; in consolidating and transforming governmental programs; and, in reducing cost of government and administrative burdens. Skill in successful development and implementation of strategic planning and bill implementation; and, in the effective implementation of the employee engagement surveys as tools to gauge agency performance. Ability to direct and organize program activities; to establish program goals and objectives that support the agency's strategic plan; to identify problems, evaluate alternatives, and implement effective solutions. Ability to oversee the development and evaluation of agency policies and procedures; to prepare concise reports; and, to make presentations and testify at hearings. Ability to motivate personnel; to communicate effectively with high levels of government and when engaged in public speaking.

How to Apply
A State of Texas application is required for this position. State of Texas applications may be submitted via workintexas.com or submitted to the Texas Department of Licensing and Regulation. To apply through TDLR, please mail, e-mail or fax State of Texas applications to: TDLR, Human Resources Office, P.O. Box 12157, Austin Texas 78711; Fax (512) 475-3377; E-mail Human.Resources@tdlr.texas.gov. Please indicate on the State of Texas Application where designated that you are applying for the Director IV position with the Texas Behavioral Health Executive Council. Resumes will not be accepted in lieu of State Applications. Applications not filled out completely may be rejected. Only TYPED applications will be considered.

This job is not covered by the Fair Labor Standards Act (FLSA).
AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

State of Texas employees participate in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee’s Form I-9 to confirm work authorization.

In compliance with the Americans with Disabilities Act (ADA), BHEC will provide reasonable accommodation during the hiring and selection process for individuals with a disability. If you need assistance completing the application, contact TDLR Human Resources at 512-463-7184. If you are contacted for an interview and need an accommodation to participate in the interview process, please notify the person scheduling the interview.

The Texas Behavioral Health Executive Council (BHEC) is a new state agency created by the 86th Texas Legislature to consolidate the transfer of four existing boards. The Behavioral Health Executive Council will regulate mental health professionals including psychologists, marriage and family therapists, professional counselors, and social workers. The Texas Department of Licensing of Regulation is assisting the Behavioral Health Executive Council during this transition. Although communications relating to the position may come from TDLR, the Director is an employee solely of the Behavioral Health Executive Council, and the hiring process for the BHEC Director is independent of TDLR’s hiring process. No communications sent by TDLR on behalf of BHEC create or imply an employment relationship with TDLR.