

[Search Results](#)[Tweet](#)

Director, Policy

Job Category: Policy & Communications

Requisition Number: DIREC01032

[Apply now](#)

Posted: October 23, 2020

Full-Time

Behavioral Health System Baltimore
100 South Charles Street
Tower II 8th Floor
Baltimore, MD 21201, USA

Job Details

Description

Behavioral Health System Baltimore (BHSB) is seeking candidates for the position of Director, Policy, to work full time, primarily out of our Baltimore City, MD office. The Director, Policy collaborates closely with the Vice President, Policy and Communications to support the overall implementation and sustainability of the GBRICS Partnership. This position is part of the organization's leadership team, with responsibility for strategically planning and building regional partnerships and processes across Baltimore City, Baltimore County, Carroll County, and Howard County to implement GBRICS goals. This is a five-year grant funded position with funding provided by the Heath Services Cost Review Commission (HSCRC) Regional Partnership Catalyst Grant Program.

The Greater Baltimore Regional Integrated Crisis System (GBRICS) Regional Partnership is a new initiative that will invest \$45 million over five years in behavioral health crisis response infrastructure and services. It was developed with the collaboration of 17 hospitals, four local behavioral health authorities, and leaders in Baltimore City, Baltimore County, Carroll County, and Howard County with the overall goal of reducing unnecessary Emergency Department (ED) use and police interaction for people in behavioral health crisis

This position is a part of the Policy and Communications department, that uses advocacy and communications strategies to advance evidence-based practices policy reforms and mobilize community action. The department manages internal and external communications for BHSB, oversees government and community relations, and implements public education and advocacy campaigns to create positive change. BHSB participates on several coalitions and collaborates with a range of partners to advance policies that support behavioral health and wellness.

Essential Functions

1. Process Leadership

- In collaboration with other BHSB leaders, actively engage, cultivate, and manage relationships with local, state and national partners and experts, funders, city and state agencies, city residents and other stakeholders to plan and implement strategies that advance the GBRICS Partnership goals
- Collaborate with the Vice President, Policy and Communications to provide staff support to the GBRICS Council and collaborative workgroups and other ongoing processes to support the implementation of GBRICS Partnership proposal
- Convene and facilitate ad-hoc workgroups and other forums as needed to advance the goals of the GBRICS Partnership

- Oversee and manage the GBRICS community engagement and outreach work and ensure that this work is consistently integrated into decision making for GBRICS
- Conduct research on policy issues, crisis services models and approaches to inform GBRICS planning and implementation
- Clearly and appropriately communicate project updates, processes and other information to GBRICS partners using multiple modes and engaging approaches to support adult learning, including written and spoken
- Cultivate and manage relationships with GBRICS Council members, community partners, advocates, etc.
- Collaborate with BHSB staff across the organization to draft reports and presentations as needed for the project including project management reports to the HSCRC

2. Advocacy & Policy Development

- Provide leadership, along with BHSB staff and GBRICS partners, in the development and implementation of GBRICS policy priorities and strategy
- Actively and strategically position and promote the GBRICS policy priorities to advance sustainability of the GBRICS Partnership with local and state policymakers and legislators
- Collaborate with BHSB leadership and policy staff to:
 - Manage relationships with the Governor's Administration, members of the Maryland General Assembly and key state agencies, including but not limited to the Health Services Cost Review Commission, Maryland Medicaid, the Behavioral Health Administration, and other state agencies
 - Participate in coalition building strategies and engagement
 - Represent BHSB and the GBRICS Partnership on key coalitions, state workgroups and other groups, as identified
 - Ensure the involvement of community members and people with lived experience in helping to advance GBRICS policy priorities
- Develop and disseminate materials and other communications to educate and keep legislators, policymakers and other stakeholders informed and about the GBRICS Partnership and achievements
- Ensure GBRICS community outreach and engagement is coordinated across BHSB departments and teams

3. Other

- Work effectively and collaboratively with others, both internally and externally
- Ability to work non-traditional hours required
- Serve as part of BHSB's disaster response team as needed, in any capacity that is needed
- Perform other duties as assigned

Knowledge, Skills and Abilities

- Bachelor's degree required, master's preferred, in Public Policy, Public Health, Social Work or related field.
- Minimum of five (5) years of progressively responsible policy and project management experience and at least one year in a project management leadership role, in a nonprofit, private sector, governmental system, or behavioral healthcare provider. Supervisory experience, preferred.
- Commitment to the infusion of racial equity and social justice principles into all areas of work
- Excellent written and oral communication skills are essential
- Knowledge of legislative and administrative and regulatory processes
- Knowledge of Maryland's public behavioral health system and an understanding of behavioral health crisis response models for urban, suburban and rural communities
- Preferred knowledge of behavioral health services and how they are delivered within the Public Behavioral Health System.
- Proven track record of demonstrating sound independent judgment to determine appropriate course of action in resolving problems and implementing project goals
- Ability to work collaboratively with a variety of stakeholders, including hospitals, behavioral health providers, community leaders, service providers and people with lived experience
- Ability to develop and lead collaborative teams to facilitate critical thinking and problem-solving
- Proactive, hands-on experience in managing a variety of initiatives
- Experience using data to inform decision making
- Excellent interpersonal skills

- Effective computer skills

Supervisory Requirements

This position supervises the GBRICS Community Engagement Coordinator.

Typical Physical/Mental Demands and Working Conditions

This job operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines. This is largely a sedentary role, however, some moving about the office is required which would require the ability to move files, carry office supplies, open filing cabinets and bend or stand as necessary.

This role requires travel to other locations for meetings and other business-related needs. Ability to travel locally 50% of the time is required. It is important to have access to some form of transportation to travel to off-site meetings, conferences, and site visits.

It is expected that everyone at BHSB respect individual rights, treats everyone with courtesy and consideration and maintains mutual respect in our working relationships. Together we can all take part in making each working day enjoyable and rewarding. Everyone's responsibility is to know their own duties, how to do them effectively, promptly, and pleasantly, and how to build positive working relationships with others both internally at BHSB and externally with our customers and system stakeholders. In these ways we hope to promote an atmosphere in keeping with BHSB's vision, mission, and values.

Benefits:

BHSB offers its employees a competitive benefits plan which includes and is not restricted to comprehensive Medical and HRA, Dental and Vision coverage, as well as a choice of four FSA plans and an employee paid Legal benefit. BHSB offers employer paid life insurance, short-term and long-term disability as well as a 403(b) plan and generous PTO.

Behavioral Health System Baltimore is a nonprofit organization that provides leadership in advancing behavioral health and wellness. We advocate for and help guide innovative approaches to prevention, early intervention, treatment and recovery to help build healthier individuals, stronger families and safer communities.

BHSB's mission is to develop, implement and align resources, programs and policies that support the behavioral health and wellness of individuals, families and communities. BHSB envisions a city where people live and thrive in communities that promote and support behavioral health and wellness. BHSB strives to embody Integrity, Equity, Innovation, Collaboration and Quality in all of our work. We work to demonstrate cultural competence and a commitment to the infusion of equity and inclusion principles into all areas of our work.

BHSB respects and values diversity and is committed to creating a culture that is inclusive. BHSB is proud to be an Equal Opportunity Employer. It is the policy of BHSB to administer all phases of employment, including but not limited to recruiting, hiring, employment, promotion, placement, transfer, demotion, compensation, benefits, professional development practices, termination and other employment related practices without regard to race, religion, color, age, sex, national origin, citizenship, immigration status, marital status, disability, pregnancy, military/veteran status, sexual orientation, gender identity, genetic information or any other legally protected status.

BHSB strives to embody Integrity, Equity, Innovation, Collaboration and Quality in all of our work. We work to demonstrate cultural competence and a commitment to the infusion of equity and inclusion principles into all areas of our work.

About GBRICS

Greater Baltimore Regional Integrated Crisis System (GBRICS) Regional Partnership

HSCRC Regional Partnership Program

The Health Cost Services Review Commission (HSCRC) Regional Partnership Catalyst Grant Program released an RFP to fund behavioral health crisis services in January 2020. The RFP makes a multi-million-dollar investment in system infrastructure that must be sustainable after the 5-year grant term. Key RFP requirements:

- Hospitals must engage in meaningful community partnership and collaboration
- Partnerships should focus on the nationally recognized, Crisis Now model
- Plan for sustainability

GBRICS Regional Partnership

The Greater Baltimore Regional Integrated Crisis System (GBRICS) Regional Partnership will invest \$45 million over five years in behavioral health crisis response infrastructure and services. GBRICS was developed with the collaboration of 17 hospitals, four local behavioral health authorities, and leaders in Baltimore City, Baltimore County, Carroll County, and Howard County.

OVERALL GOAL

Reduce unnecessary Emergency Department (ED) use and police interaction for people in behavioral health crisis

PROPOSAL ELEMENTS

Care Traffic Control System:

Create a regional hotline that is supported with infrastructure for real time capacity and referrals tracking, coordinated dispatching of mobile crisis response plus dashboard reporting

Mobile Crisis Teams:

Expand capacity, set regional standards following national best practices

Walk in/Virtual Crisis Services:

Support behavioral health providers to offer same day access (SDA) services to address immediate needs

Community Engagement & Outreach:

Support culture change to increase awareness and use of the hotline as an alternative to calling 911 or using the ED

Non-profit Multi Stakeholder Oversight:

Drive regional activity and shared accountability

Accountability Structure

A multi-stakeholder GBRICS Council will provide strategic guidance, support, and advocacy for the implementation and sustainability of the GBRICS project. The Council will be comprised of 21 seats and include representatives from hospitals, consumer/advocacy groups, county and city administration, first responders, payers, and groups that represent behavioral health providers. To avoid conflict of interest, no seat will be held by any organization that participates in competitive bidding to secure one or more contracts funded by GBRICS.

Behavioral Health System Baltimore (BHSB) will provide overall project management for the GBRICS Regional Partnership. BHSB will be fiscally accountable for the funding received during the grant period, issue competitive procurements for the project components, manage day-to-day activities, and support collaboration among stakeholders.

Implementation Plan: Build Infrastructure, Measure Impact

By the end of the 5-year grant period (Jan 2021-Dec. 2025), hospitals will see a decrease in the number of repeat ED cases for behavioral health (three or more ED visits in a calendar year), with the target goal of a 10% reduction. Another goal is to minimize encounters with law enforcement or police for people experiencing a behavioral health crisis.

Qualifications

Skills

Required

Project Management

Expert

Leadership

Advanced

Customer Orientation

Expert

Building Relationships

Expert

Behaviors

Required

Functional Expert: Considered a thought leader on a subject

Innovative: Consistently introduces new ideas and demonstrates original thinking

Detail Oriented: Capable of carrying out a given task with all details necessary to get the task done well

Motivations

Required

Entrepreneurial Spirit: Inspired to perform well by an ability to drive new ventures within the business

Ability to Make an Impact: Inspired to perform well by the ability to contribute to the success of a project or the organization

Education

Required

Bachelors or better in Social Work or related field.

Experience

Required

5 years: Minimum of five (5) years of progressively responsible policy and project management experience and at least one year in a PM leadership role, in a nonprofit, private sector, governmental system, or behavioral healthcare provider. Supervisory experience, preferred.

BHSB respects and values diversity and inclusion