

## Job Description

### **Director of Quality Management** **Department of Behavioral Health and Developmental Disabilities** **Office of Accountability and Compliance**

The **Department of Behavioral Health and Developmental Disabilities** is a new agency that will commission on July 1, 2009. Formerly known as the Georgia Department of Human Resources, Division of Mental Health, Developmental Disabilities, and Addictive Diseases. The new agency will continue to provide these services to the citizens of Georgia - but with a different organizational/operational structure.

The Georgia Department of Behavioral Health and Developmental Disabilities, (DBHDD), is seeking qualified candidates for the position of **Director of Quality Management** in Office of Accountability and Compliance.

Under broad supervision, plans, develops, and implements a system-wide quality management program for hospital operations within the Department of Behavioral Health and Developmental Disabilities (BHDD).

Provides leadership and consultation for all hospital-based quality management directors. Assures that all hospital related quality management issues are systematically and systemically addressed, including requirements found in the Centers for Medicare and Medicaid (CMS) Conditions of Participation for Hospitals, The Joint Commission (TJC) and in the Civil Rights of Institutionalized Persons Act (CRIPA) Settlement Agreement with the Federal Department of Justice.

Supervises the quality management data manager assigned to hospital operations within the Department of BHDD.

## Qualifications

Completion of a Bachelor's degree in a human services or related field and three years experience managing professional level staff.

**OR**

Seven years of experience, three years of which managing at the level equivalent to area of assignment.

## Preferred Qualifications

Preference will be given to candidates, who in addition to meeting the qualifications listed above, possess the following

- Masters or Doctoral degree in a human services or related field
- Knowledge of Total Quality Management principles and use of data.
  - a. Core assumption: a "...discipline and philosophy of management which institutionalizes planned and continuous... improvement ... and assumes that quality is the outcome of all activities that take place within an organization; that all functions and all employees have to participate in the improvement process; that organizations need both quality systems and a quality culture."
- Documented experience in leading, organizing and managing responsibilities of significant size, scope and impact.
- Understanding of organizations and systems, particularly hospital systems of care
- Understanding of organizational change
- Documented experience in change management
- Demonstrated leadership skills
  - a. Able to develop and sustain productive working relationship with all the Regional Hospitals, their executive teams, and their QM manager/program**
  - b. Communication skills including ability to teach**
  - c. Interpersonal skills**
- Demonstrated ability to write in a concise and organized manner
- Experience working with attorneys, preferably at organizational level and in State Law Department
- Demonstrated ability to recognize legal issues. Familiarity with legal concepts
  - a. Confidentiality**
  - b. Attorney-client privilege**
  - c. Attorney work product**
- Working knowledge of The Joint Commission
- Working knowledge of CMS Conditions for Hospital Participation
- Demonstrates significant interest in carrying out the responsibilities described above
- Demonstrates intent of commitment to see the job through, regardless of the length of the agreement
- Documented work history predicts commitment

## Benefits

In addition to a competitive salary from **\$85,000-\$90,000 (depending on experience and training)**, we offer a generous **benefits** package that includes a flexible schedule, training opportunities, employee retirement plan, deferred compensation, 12 paid holidays, vacation and sick leave, dental, vision, long term care, and life insurance.

**Note:** *Current state employees are subject to the statewide salary plan administration practices. This position is a pay grade 20 on the statewide salary plan.*

## Employment Information

This position is located in downtown [Atlanta](#).

A sprawling metropolis of over four million people today, metro [Atlanta](#) has the vibrancy of the world's great urban centers combined with the Southern charm of small town centers such as Roswell and Decatur. Here you'll find historic sites from the Civil War through the Civil Rights era, as well as world-class shopping, entertainment, and nightlife.

We're located across from [Underground Atlanta](#). Parking is nearby as well as direct access to [MARTA's](#) rail and bus system.

Come to [Georgia's](#) capital city and experience first-hand our historic charm and hospitality.

## Applying for this job

Please email a cover letter and resume in **Microsoft Word** format to: [mhddad@dhrrjobs.com](mailto:mhddad@dhrrjobs.com)

To ensure proper routing/handling of your credentials, **copy/paste** or **type** the following title in the subject line of your email: **DBHDD/Director of QM**

Candidates for this position may be subject to employment drug testing and criminal background check.

The Georgia Department of Human Resources provides services to ensure the health and welfare of Georgians. As an employee of DHR, in the event of an identified emergency you may be required, as a term and condition of employment, to assist in meeting the emergency responsibilities of the department.