



# Career Posting – Psychologist - Chief Behavioral Health Officer

## The Community

AppHealthCare serves the vibrant communities of Alleghany, Ashe, and Watauga Counties nestled in the beautiful Blue Ridge Mountains in Northwestern North Carolina. Take a quick look around and witness the many expressions of community pride and southern hospitality – a smile from someone walking downtown, a thriving culinary scene, and plenty of outdoor adventure. We experience the beauty of four seasons from white fluffy snow to colorful fall foliage. There is simply something special about these mountains and quaint small-town feels – come see for yourself!

## Caring for Our Community

We are a local public health department and health center focused and committed to improving our communities' health and well-being through compassionate, high-quality care. We have about 120 full/part-time employees and about 10 contract employees. We are governed by two boards that provide strategic direction and oversight of agency functions. We have received numerous awards and distinctions for the care we provide and have recently achieved accreditation with honors. We are committed to caring for our community and providing excellent customer service.

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- Position:** Psychologist – Chief Behavioral Health Officer
- Location:** Primary worksite at any clinical location in Alleghany, Ashe or Watauga counties
- Salary:** Commensurate with skills and experience
- Hours:** Full-time, between the hours of 7:00 am and 6:00 pm to serve patients during normal clinic hours of operation which are Monday - Friday, 8:00 am - 4:45 pm. Potential to work outside normal hours for client needs, special events, or public health emergencies.
- Closing Date:** Open until filled
- Job Summary:** We are seeking an experienced and dynamic Psychologist – Chief Behavioral Health Officer to join our Federally Qualified Health Center. The ideal candidate will provide leadership and clinical supervision while

advancing our mission to deliver high-quality, integrated behavioral health services to our diverse patient population.

## Major Duties and Responsibilities:

### Program Leadership & Development

- Lead a multidisciplinary team of behavioral health clinicians
- Monitor program outcomes and quality metrics
- Create and maintain policies and procedures aligned with regulatory requirements
- Manage program budgets and resources effectively
- Assist in recruitment, hiring, and onboarding of new clinical staff

### Clinical Supervision & Training

- Provide clinical supervision to behavioral health providers and graduate students
- Develop and conduct ongoing staff training programs
- Ensure compliance with clinical documentation standards
- Conduct regular chart audits to ensure quality of care and documentation compliance
- Provide real-time consultation for complex cases and crises
- Develop, implement, and evaluate professional development plans for clinical staff
- Create and update clinical workflows and procedures
- Mentor staff in developing specialized clinical skills and expertise

### Clinical Responsibilities

- Provide direct behavioral health services using evidence-based interventions, assessments, and treatment plans
- Develop and implement treatment protocols for specific populations
- Provide same-day consultations and warm handoffs with primary care providers
- Manage crisis interventions and risk assessments
- Ensure appropriate documentation of all clinical services in the EHR
- Monitor patient outcomes using standardized assessment tools

### Program Growth & Quality

- Identify opportunities for quality improvement, program expansion, and enhancement
- Develop community partnerships and referral networks
- Ensure compliance with FQHC requirements and accreditation standards
- Track and report on program metrics and outcomes
- Participate in grant writing and program development initiatives

### Minimum Education & Experience

Doctoral degree in psychology from an appropriately accredited institution and two years of professional psychological experience, one of which must be postdoctoral. Refer to the law for specifics regarding experience requirements.

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### How to Apply

Complete an [NC State Government Application for Employment \(PD-107\)](#). The application is located on the NC Office of State Human Resources website. The application can be completed in hard copy or electronically.

**For questions or more information, please contact AppHealthCare Human Resources:**

**(336) 372-5641 x1119 | [careers@apphealth.com](mailto:careers@apphealth.com) | [AppHealthCare.com](http://AppHealthCare.com)**

A completed state application, including cover letters and resumes/CVs, should be sent to Human Resources by email to [careers@apphealth.com](mailto:careers@apphealth.com) or dropped off in person at the AppHealthCare Alleghany Health Center at 157 Health Services Road in Sparta, NC.

### **Benefits**

We offer a variety of paid and voluntary employee benefits including retirement plans, health insurance, life insurance, paid parental leave annual and sick leave, and more. For more information about benefits, [visit our website](#).

*AppHealthCare recruits team members who share our values of Integrity, Drive, Resilience, Service, and Community and actively support the overall public health mission of the agency.*

*AppHealthCare is committed to providing equal employment opportunity (EEO) to all persons regardless of race, color, religion, sex, national origin, political affiliation, physical or mental disability, age, veteran's status, family medical or genetic information, sexual orientation, gender status, pregnancy, gender identity or other non-merit based factors. All recruitment and selection activities will be administered according to EEO principles, to have a diverse workforce that reflects the population of the communities the District serves.*

*AppHealthCare is a recovery-friendly workplace.*

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