

**Clinical Director/Mental Health Authority (Deputy Superintendent Classification)
State Training School at Eldora, Iowa**

Job Posting & Application Website:

[https://www.governmentjobs.com/careers/iowa/jobs/4617737/deputy-superintendent-clinical-director-mental-health-authority?location\[0\]=eldora%20-%2050627%20-%20hardin%20county&sort=PositionTitle%7CAscending&pagetype=jobOpportunitiesJobs](https://www.governmentjobs.com/careers/iowa/jobs/4617737/deputy-superintendent-clinical-director-mental-health-authority?location[0]=eldora%20-%2050627%20-%20hardin%20county&sort=PositionTitle%7CAscending&pagetype=jobOpportunitiesJobs)

Job Description

The State-Operated Specialty Care Division of the Iowa Department of Health and Human Services (HHS) is seeking an experienced behavioral health professional to serve as the **Deputy Superintendent (Clinical Director/Mental Health Authority)**, leading and managing the behavioral health operations of the State Training School (STS) in Eldora, Iowa, a 24/7 secure juvenile facility that serves approximately 80 adjudicated male youth.

Just outside of Ames, home of Iowa State University, STS offers a holistic therapeutic, psychiatric, academic, and vocational program in a secure setting that utilizes evidence-based practices to care for and support males, ages 12 to 18 years old who have been adjudicated delinquent. STS provides multidisciplinary treatment and comprehensive education/vocation, with the goal of successfully transitioning young men back into the community.

The primary responsibility of the **Deputy Superintendent (Clinical Director/Mental Health Authority)** is to manage the operations of STS' mental and behavioral health programming and ensure compliance with a court-ordered remedial (corrective action) plan. This position requires an independent license as a mental health professional in Iowa (e.g., Licensed Psychologist, Licensed Mental Health Counselor, Licensed Independent Social Worker, or Licensed Behavior Analyst). Core services to oversee include behavioral health assessment and evaluation, mental health therapy, substance abuse counseling, crisis and risk management, medical and psychiatric care, discharge and transition planning, and skills/rehabilitative activities. This role directly oversees the mental health team, including program operations, administrative tasks, and clinical and personnel supervision. This position could possibly provide direct clinical care as needed, but it may not be a core part of their job duties. Operational and administrative tasks are the primary focus of this position.

Other core duties include:

- Oversee and assess therapy, integrated care, and transition/discharge services to ensure effective practice delivery. This includes review of clinical documentation.
- Apply clinical expertise to ensure behavior management systems are scientifically sound and effective.
- Evaluate behavioral health assessments of students, identifying deficiencies and gaps, and ensuring changes as necessary.

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- Develop and ensure compliance with remedial plan policies for the facility, as well as statewide policies and procedures relating to mental health services, records and documentation, suicide and crisis management, behavior management and de-escalation, and discharge/transition.
- Ensure appropriate participation in multidisciplinary team planning and ensures efficacious integrated treatment that includes student and family participation.

A successful candidate for this critical role will be able to:

- Be highly organized and efficient,
- Be a tenacious and innovative problem solver who understands the needs of today's adjudicated youth, systems of care, and best practices for success,
- Nurture collaborative relationships,
- Respond with appropriate urgency,
- Effectively communicate,
- Foster and develop teamwork,
- Establish and maintain effective working relationships with all stakeholders,
- Sufficiently respond to intensely emotional reactions and adjust to work pressures, change, or difficult situations without being negatively impacted by stress, and
- Foster and facilitate cooperation, pride, trust, and group identity and team spirit.

Iowa HHS serves almost a million Iowans through health coverage, mental health and disabilities services, long-term care and treatment, and adult, children, and family services. The Department provides high quality programs and services that protect and improve the health and resiliency of individuals, families, and communities. The total compensation package for full-time employees includes:

- Iowa Public Employees' Retirement System (IPERS) (Employee contributes 6.29%/State of Iowa contributes 9.44%)
- Retirement Investors Club (RIC) (Employer Sponsored Retirement Plan) (State of Iowa matches up to \$75/month)
- Health, Dental and Vision Insurance (See below for additional information)
- Vacation Leave (96 hours/year to begin, and increases with years of service)
- Sick Leave (144 hours/year)
- Paid Holidays (9 days/year)
- Flexible Spending Accounts
- Life Insurance (\$20,000 paid for by the State of Iowa)
- Long-Term Disability Insurance
- Free On-Campus Workout Facilities
- Remote work, flexible schedule, potential 4-day work week possible

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Working at STS comes with a special perk! This location offers access for staff to the impressive on-campus gym during off student hours. This includes 3 full size basketball courts, two fully stocked weight rooms with machine and free weights, showers, and lockers. We also provide a cardio room **for staff only** featuring exercise mats and advanced treadmills and stationary bikes. Usage of these resources is completely free for all STS staff.

STS is in Eldora, Iowa, a city of approximately 2,800, and is in north central Iowa. Eldora is the home of the Pine Lake State Park which offers an array of indoor/outdoor recreational activities. Eldora is an Iowa River Greenbelt Community and the Iowa River Greenbelt Scenic Drive winds through a picturesque landscape of valleys, woods, and streams. Residents enjoy the great hunting and fishing, as well as many educational opportunities, cultural activities, and entertainment events nearby. Eldora is 45 minutes away from Ames and Cedar Falls, 30 minutes from Marshalltown, and only 20 minutes from Iowa Falls. Des Moines, Iowa's capital, is just 1 hour and 15 minutes away. Des Moines is home to Wells Fargo Arena host site of NCAA basketball, premier concerts, and Lauridsen Skatepark, the nation's largest skatepark. Additionally, Des Moines has one of the nation's finest State Fairs, one of the largest farmer's markets, and is home to the Iowa Cubs. Check out these [10 Reasons to Move to Iowa](#).

Minorities, women, and persons with disabilities encouraged to apply (Hearing and Speech Impaired – Relay Iowa 1-800-735-2942 TDD). HHS values those with “lived experience” and encourages individuals in recovery, adults who were fostered as youth, foster parents, and/or parents who were in the HHS system to apply.

Our agency uses E-Verify to confirm the employment eligibility of all newly hired employees. To learn more about E-Verify, including your rights and responsibilities, please visit www.dhs.gov/E-Verify.

For additional information on benefits [click here](#).

[Click here](#) to see how we compare with other employers or offers by using our Total Compensation Calculator.

Compensation is commensurate with experience. We look forward to meeting you!

Minimum Qualification Requirements

Applicants must meet at least one of the following minimum requirements to qualify for positions in this job classification:

1. Graduation from an accredited four-year college or university, and experience equal to five years of full-time work in the management of a correctional, mental health, intellectual disability or juvenile correctional or training facility.
2. Five years of full-time work experience as a Correctional Treatment Director, Correctional Security Director, or other equivalent management position in

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the Iowa Department of Corrections or Iowa Judicial District Departments of Correctional Services.

3. Ten years of full time supervisory experience in the Iowa Department of Corrections or Iowa Judicial District Departments of Correctional Services.
4. Five years of full time experience as an Assistant Superintendent, Treatment Services Director, Treatment Manager or other equivalent position in the Department of Human Services.

For additional information, please click on this [link to view the job description](#). ([Download PDF reader](#))

Additional Qualification Requirements

Some positions in this class may require an applicant to have the ability to pass a background investigation.