



MENTAL WELLNESS CAMPUS FOR YOUTH & ADULTS

Executive Medical Director of Inpatient Behavioral Health Strategy and Operations

Children's Mercy + Camber Mental Health
Olathe, Kansas

THE SEARCH

Children's Mercy Hospital and Camber Mental Health seek to recruit a strategic and visionary leader as the next Executive Medical Director of Inpatient Behavioral Health Strategy and Operations (Executive Medical Director) at the [Mental Wellness Campus](#) in Olathe, KS. Children's Mercy Hospital, a leading independent non-profit children's health organization, and Camber Mental Health, a national leader in delivering specialized mental and behavioral healthcare, have joined efforts to meet the urgent mental healthcare needs of the greater Kansas City community. This will be a significant opportunity to provide overall leadership for inpatient behavioral health services in a joint 50-50 partnership setting, overseeing clinical excellence and compassionate care for patients in the facility, while influencing strategy and implementing solutions for behavioral health across the Children's Mercy Hospital enterprise.

In June 2023, Children's Mercy announced a comprehensive initiative, [Illuminate](#), to address the mental health needs of children and teens in the greater Kansas City community. Over the course of five years, 14 projects will be launched, impacting the lives of more than 80,000 children. Through a philanthropic investment of \$150 million from the community, Illuminate seeks to light the path forward in the youth mental health crisis by increasing access to evidence-based assessment and treatment with a specific focus on equitable access for the community's most vulnerable populations. Illuminate projects that have been implemented to date include: [The Depression and Anxiety in Youth \(DAY\) Clinic](#); a [Primary Care Behavioral Health Integration Pilot Program](#); an [expanded Eating Disorders program](#); an [early intervention pilot program](#) in partnership with Center School District and Blue Cross and Blue Shield of Kansas City to address the mental health crisis among school-aged children; the Pediatric Access to Therapy and Healing Clinic (PATH Clinic); an [Autism and Neurodevelopmental Continuity Clinic \(ANDCC\)](#), and the [Mental Wellness Campus](#).

Children's Mercy's proud partner and operator for the Mental Wellness Campus is Camber Mental Health, which is the leading regional provider of pediatric and adult mental health services with a network of psychiatric hospitals and residential treatment centers serving Kansas, Missouri, and beyond. Camber Mental Health provides life-saving treatment at its four hospitals in Kansas City, Olathe, Wichita, and Hays, and will open its fifth hospital next year in St. Louis. With over 30 years of experience developing and

enhancing innovative, neuroscience-based therapies, Camber stands at the forefront of inpatient mental and behavioral healthcare, offering specialized treatment for youth aged 6 to 18 and adults.

The Mental Wellness Campus, a \$53 million investment through the Illuminate initiative, opened its doors in December 2024. The state-of-the-art 72-bed mental health inpatient hospital allows for expanded inpatient pediatric and adult mental health treatment capacity and improved access in the greater Kansas City area and across the region. The new 58,000 sq. ft. hospital serves as an inpatient mental health healing campus, featuring 48 pediatric beds and 24 adult beds in fully separate units, six private courtyards, walking paths and dining and activity space. The design and healing environment are centered on patient and staff safety, supportive care and treatment spaces, and patient wellness.

The Executive Medical Director will be a strategic leader for the Mental Wellness Campus, providing leadership and medical expertise to quality, safety, and the credentialing process, guiding the institution through the challenges and opportunities ahead. They will be equal partners, proactively planful, and responsive to changing conditions. Candidates should have leadership experience in an inpatient psychiatric hospital with capacity for pediatric care or an academic psychiatry department that performs inpatient pediatric behavioral health. Evidence of excellence in clinical operations, an ability to inspire around a shared vision, and talent for building and managing teams are required. The successful candidate will have an MD or DO, be board certified or board eligible in Child & Adolescent Psychiatry and General Psychiatry, and be an effective, clear, and authentic communicator. The Executive Medical Director will be a sincere listener and bring evidence of a steadfast commitment to collaboration and standards of excellence in behavioral health.

ROLE OF THE EXECUTIVE MEDICAL DIRECTOR

The Executive Medical Director reports directly to the [President](#) of the Mental Wellness Campus and will also have a faculty line reporting relationship to the [Division Director](#) of the Division of Developmental Behavioral Health within the Department of Pediatrics at Children's Mercy Kansas City. The successful candidate will play a key role on the safety and quality committee and be an active participant in reporting to the eight-member board and management group of the Mental Wellness Campus.

The Executive Medical Director will provide oversight of medical and psychiatric care at the Mental Wellness Campus, a stand-alone, psychiatric hospital for youth and adults in Olathe, Kansas. The Executive Medical Director will participate in the implementation and ongoing management of psychiatric and medical operations, including the development of health management strategies, quality of psychiatric and medical care, and new clinical initiatives. Currently the psychiatric care is contracted out through a purchase service agreement, but the Executive Medical Director will collaborate closely with the President on the staffing models going forward. The Executive Medical Director will also provide professional pediatric psychiatry services (and adult services, if applicable) to the hospital's patients, including the diagnosis and treatment of mental, emotional, and behavioral disorders.

Given the broader behavioral health initiatives that are underway at Children’s Mercy, the next Executive Medical Director will also have an opportunity to be part of the larger ecosystem around mental health services and integrated care solutions. There are opportunities to impact changes around mental health crisis management and directly support a network of solutions around integrated mental health care. The Executive Director can participate in program development, research and quality improvement activities, continuing education, and/or teaching in the graduate medical education programs. Protected time will be available to facilitate collaboration and connection to complementary high-acuity behavioral health programs, including the medical/surgical unit (“5 West”) and a newly developed partial hospitalization program, the PATH Clinic, as well as the Emergency Mental Health Crisis Clinic embedded within CMH’s Adele Hall Emergency Department.

RESPONSIBILITIES OF THE EXECUTIVE MEDICAL DIRECTOR AT THE MENTAL WELLNESS CAMPUS

- Monitor and review all aspects of clinical care and quality improvement and ensure compliance of all medical services to meet or exceed federal, state, and accreditation requirements/standards/benchmarks along with the Mental Wellness Campus president.
- Develop strategic direction for quality initiatives in collaboration with the Mental Wellness Campus president, behavioral health care team, and supporting physician groups.
- Determine and implement clinical provider best practices.
- Evaluate and review the quality of care and work of psychiatric practitioners for appropriate diagnosis, treatment, and documentation.
- Provide medical and administrative direction and supervision to psychiatric practitioners (psychiatrists and psychiatric nurse practitioners).
- Exercise dotted line supervision/oversight of Physician, Pharmacy, Dietary, Labs, Radiology, and EKG contractors.
- Participate with the interdisciplinary behavioral health care clinical team, including physicians, social workers, psychiatric nurses, or other professionals, regarding the treatment planning process.
- Provide respectful and inclusive leadership and promote a culture of quality care with a focus on clinical outcomes, efficiency, and caring for the health of the patients.
- Participate as a medical leader in the development and review of clinical protocols and processes that support appropriate referral to and ensure consistent quality behavioral health care.
- Comply with agency, state, and federal guidelines regarding the prescription/administration/review of psychotropic medications and successfully lead and collaborate with multi-disciplinary teams.

- Review patient, family, and referring provider complaints and implement process changes to improve patient and provider experience.
- Participate in hiring and performance reviews of psychiatrists and psychiatric nurse practitioners.
- Ensure medical staff receive appropriate training, continuing education, and ongoing supervision.
- Develop and implement provider-to-provider handoffs and continuity of care plan standards for all providers.
- Collaborate with other clinical leaders at the Mental Wellness Campus to develop clinical standards and processes across disciplines.
- Participate in the Mental Wellness Campus medical and credentialing committee and chair/lead the Pharmacy & Therapeutics (P&T) and Medical Executive committees.
- Provide psychiatry standard medical education and supervision of psychiatric fellows during fellow rotations at the Mental Wellness Campus.
- Provide direct clinical care, including assessment and psychiatric medical management, of youth (and if applicable, adults) admitted to the Mental Wellness Campus.

QUALIFICATIONS AND CHARACTERISTICS

- An MD or DO and board certified or board eligible in Child & Adolescent Psychiatry & General Psychiatry is required.
- Must be a practicing physician and have four to six years of post-residency clinical experience and at least three years of experience in medical leadership roles in an inpatient environment.
- Direct treatment experience with a broad range of populations, including SMI, SED, dually diagnosed individuals, the child welfare population, individuals who may be experiencing a psychiatric crisis
- Ability to successfully collaborate as part of a multidisciplinary care team.
- Previous administrative experience is preferred, including medical practice policy development, implementation, and monitoring. Additionally, experience with managed care operations, utilization review, and quality and risk management are preferred.
- Must maintain in good standing medical staff membership at The Children's Mercy Hospital and maintain the clinical privileges deemed necessary by the medical staff at The Children's Mercy Hospital.
- Must hold appropriate membership on the medical staff of the Mental Wellness Campus

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/childrens-mercy-hospital-camber-mental-health/medical-director-inpatient-mental>. Electronic submission of materials is strongly encouraged.

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Children's Mercy hires individuals based on their job skills, expertise and ability to maintain professional relationships with fellow employees, patients, parents and visitors. A personal interview, formal education and training, previous work experience, references, and a criminal background investigation are all factors used to select the best candidates. The hospital does not discriminate against prospective or current employees based on the race, color, religion, sex, national origin, age, disability, creed, genetic information, sexual orientation, gender identity or expression, ancestry or veteran status. A drug screen will be performed upon hire. Children's Mercy is smoke and tobacco free.