

We have an exciting opportunity to join the Alliance as the Behavioral Health Therapy Clinical Administrator in the Behavioral Health Department. This is a hybrid position with the expectation to travel to each of our service counties (Monterey, Santa Cruz, Merced, San Benito, and Mariposa) at least once per quarter and be flexible with travel requirements based on business needs.

### **WHAT YOU'LL BE RESPONSIBLE FOR**

Reporting to the Behavioral Health Medical Director, this position will provide clinical leadership of Health Services functional areas, such as Behavioral Health Therapy (BHT), including applied behavioral analysis (ABA) and other evidence-based behavioral interventions, Non-Specialty Mental Health Care, Utilization Management, Care Management, and Quality. You will oversee the development and delivery of Behavioral Health Therapy, including developing, establishing, and maintaining relationships with internal and external stakeholders and participating in all aspects of regulatory compliance related to Behavioral Health.

### **ABOUT THE TEAM**

We are a small group housed within Health Services, responsible for the oversight of behavioral healthcare benefits within the managed care plan and ensuring collaboration with outside stakeholders who provide other types of behavioral health services.

Our mission is to ensure timely and equitable provision of high-quality, accessible behavioral health care to all members through a collaborative and integrated approach to improve overall well-being. Part of that commitment involves helping members overcome barriers which can prevent access to, or utilization of, the behavioral health benefit.

### **OTHER INFORMATION**

- We are in a hybrid work environment and we anticipate that the interview process will take place remotely via Microsoft Teams.
- While some staff may work full telecommuting schedules, attendance at quarterly company-wide events or department meetings will be expected.
- In-office or in-community presence may be required for some positions and is dependent on business need. Details about this can be reviewed during the interview process.

**The full compensation range for this position is listed by location below.**

The actual compensation for this role will be determined by our compensation philosophy, analysis of the selected candidate's qualifications (direct or transferrable experience related to the position, education or training), as well as other factors (internal equity, market factors, and geographic location).

**Zone 1** (Monterey, San Benito and Santa Cruz): \$123,399 - \$197,454 USD

**Zone 2** (Mariposa and Merced): \$112,289 - \$179,670 USD

## **OUR BENEFITS**

Available for all regular Alliance employees working more than 30 hours per week. Some benefits are available on a prorated basis for part-time employees. These benefits are unavailable to temporary employees while on an assignment with the Alliance.

- Medical, Dental and Vision Plans
- Ample Paid Time Off
- 12 Paid Holidays per year
- 401(a) Retirement Plan
- 457 Deferred Compensation Plan
- Robust Health and Wellness Program
- Onsite EV Charging Stations

## **Requirements**

### **THE IDEAL CANDIDATE:**

- **Has a strong background in Behavioral Health Therapy (BHT), with expertise in reviewing and managing authorizations for BHT care plans, including the ability to modify or decline BHT authorizations as needed**
- **Has experience with applied behavioral analysis (ABA) and other evidence-based behavioral interventions, Non-Specialty Mental Health Care, Utilization Management, Care Management, and Quality**
- **Is skilled at developing and maintaining strong relationships with internal and external stakeholders, including school leadership and key school district partners, fostering effective collaboration to enhance service delivery**
- **Has experience in overseeing the development, delivery, and quality improvement of behavioral health therapy programs, as well as the ability to collaborate with cross-functional teams, workgroups, and committees to drive organizational goals**

- Is able to act as the organization's go-to expert for BHT, developing and maintaining ongoing BHT training programs, ensuring staff are up-to-date on the latest evidence-based practices and treatment approaches

#### **WHAT YOU'LL NEED TO BE SUCCESSFUL:**

To read the full position description and list of

requirements: [https://thealliance.health/wp-content/uploads/Behavioral\\_Health\\_Therapy\\_Clinical\\_Administrator.pdf](https://thealliance.health/wp-content/uploads/Behavioral_Health_Therapy_Clinical_Administrator.pdf)

- **Knowledge of:**
  - The principles and practices of behavioral health therapy, including treatment planning and case management
  - The principles and practices of data collection and data management related to utilization and quality of medical care
  - The principles and practices of clinical research and assessment
- **Ability to:**
  - Build trust and rapport with the local provider community and other health plans
  - Utilize good judgment, communication, and tact when interacting with health care providers, members and other stakeholders
  - Maintain knowledge of the medical communities and Behavioral and Mental Health/Substance Use Disorder communities within the Alliance service area counties
  - Analyze and interpret legal, regulatory, and contractual language and guidelines, and legislative and regulatory directives

- **Education and Experience:**
  - **Possession and continued maintenance of current and unrestricted certification as a Board Certified Behavior Analyst-Doctoral (BCBA-D) issued by the Behavior Analyst Certification Board (BACB) and a minimum of four years of experience working as a certified BCBA/BCBA-D in behavioral health therapy in a managed care setting or similar healthcare environment, which included treatment planning and management and program management/project lead experience**

**OR**

- **Possession and continued maintenance of a current and unrestricted Clinical Psychology (Psy.D or Ph.D.) license issued by the State of California and a minimum of four years of experience in behavioral health therapy, including four years of ABA, in a managed care setting or similar healthcare environment, which included treatment planning and management and program management/project lead experience {Possession and continued maintenance of a current and unrestricted certification as a Board Certified Behavior Analyst (BCBA/BCBA-D) issued by the Behavior Analyst Certification Board (BACB) may substitute for two years of the required experience}**