

## Unique Behavioral Healthcare Leadership Opportunity

THE HARRIS CENTER for Mental Health and IDD's **Chief Executive Officer** will be retiring in the coming months after a stellar career of over 47 years of service in the cause of community mental health including the last 24 years leading the organization. A national search is underway to identify and recruit top-notch candidates to compete for this rewarding leadership opportunity.

This is a unique and transformative leadership opportunity to guide a large, complex behavioral healthcare system from its roots in community mental health and IDD services into the future of emerging managed care, competition and collaboration; expanding demand for behavioral healthcare services amidst diminishing resources; service and system integration with physical healthcare; a focus on outcomes and prevention; and, higher than ever expectations for quality, compliance and public accountability. The new CEO must face these challenges while adhering to The Harris Center's commitment to recovery and resiliency oriented systems of care that afford individuals hope, the right to self-determination and choice.

**THE HARRIS CENTER for Mental Health and IDD** ( [www.mhmraharris.org](http://www.mhmraharris.org) ) is a local public agency charged with the planning and delivery of behavioral health and intellectual / developmental disabilities services in Harris County, Texas. Created as the Mental Health and Mental Retardation Authority of Harris County by the Harris County Commissioners Court in 1965, The Harris Center completed a name change and initiated a new branding strategy in 2015. Home-based in Houston, Texas, The Harris Center serves all of Harris County, Texas. Harris Center serves almost 52,000 adults and children through its primary service corporation. Enterprise-wide revenues for FY16 totaled about \$250M.

Known for its leadership in Texas' community mental health system since, The Harris Center is committed to developing innovative solutions in response to rapidly changing individual and community needs. In its work, The Harris Center's greatest asset is its engaged and dedicated professional workforce of about 2300 full and part time clinical and administrative staff. Balancing the challenges of serving a large urban population while attending to the unique needs of its growing rural communities across the County has required The Harris Center to adapt and change, using emerging and clinical best practices, community collaborations, technology and management expertise to their maximum advantage.

Three major initiatives reflect The Harris Center's commitment to service excellence:

- Design & Implementation of 27 behavioral health projects under the Texas 1115 Medicaid Waiver, providing about \$32 million in additional Federal funding for behavioral health services in Harris County – includes 6 projects with community partner agencies/organizations. Three of these projects have resulted in expansion of services to children and adolescents in 32 colocation sites - schools or multi-purpose centers throughout the community; collaborations with 6 FQHCs to address the physical health needs of system clients; and, improved clinical attention and positive outcomes for persons served with co-occurring disorders MI/SA and IDD/MI.
- Expansion of collaborative interventions with law enforcement, primarily with Houston Police Department – Mental Health Division (Crisis Intervention Response Team (CIRT), Chronic Consumer Stabilization Initiative (CCSI), Homeless Outreach Team (HOT). Most recently, implemented a pilot within the Houston Emergency Center to divert 911 calls not requiring police intervention to Harris Center's HelpLine counselors imbedded in their emergency facility – a 1st in the state (maybe the nation) and Harris Co. Sheriff's Office (CIRT). The collaboration with law enforcement through their Psychiatric Emergency Service (24/7) diverts approximately 600 – 700 people a month into crisis services in lieu of incarceration. The Harris Center's mental health services contract with the

Harris County Sheriff's Office provides behavioral health services to approximately 2,200 inmates with psychiatric disorders every day.

- The Harris Center IDD Authority oversees and monitors the plans of care and provision of services of some 5,000 people with IDD living in HCS or Community First Choice contract arrangements throughout Harris County, basically monthly.

The Harris Center is governed by a voluntary citizen Board of Directors with members appointed by the Harris County Commissioners Court and the County Judge, its chief executive. The Board represents diverse interests from across the county including schools, social & other human service agencies, healthcare professionals and organizations, stakeholders, and a broad spectrum of community members. The Board is focused on selecting a new Chief Executive Officer to secure The Harris Center's future and lead it to new heights as a premier behavioral health and IDD services provider.

## **Location**

Located at the heart of east Texas, Houston is the 4<sup>th</sup> largest city in the United States and is the hub of Harris County – the country's third-most populous county. One of the most rapidly growing and diverse communities in the country, the Houston-Harris County region is home to a vibrant business community, nationally recognized schools and colleges, world-class health systems and a broad array of social, entertainment and recreational venues and events.

For those who want to experience the finest performing arts in the world, you need look no further than Houston and its downtown Theater District that spans 17 blocks and offers more than 13,000 seats. Together with an array of smaller companies beyond the skyscrapers of downtown, you can experience a unique blend of cutting edge performing arts and well known classics in a variety of intimate settings.

For sports buffs, The City of Houston and the Houston metropolitan area offer spectators a choice of six major professional teams: the Houston Astros (MLB), Houston Texans (NFL), Houston Rockets (NBA), Houston Dynamo (MLS), Houston Dash (NWSL), and Scrap Yard Dawgs (NPF). These compete for attention with nationally recognized collegiate teams. Active citizens enjoy activities from running in Memorial Park to sailing on Galveston Bay and Clear Lake. A number of other sports are also available, including both public and private tennis, golf and fencing clubs ranging from recreational clubs to elite competitive organizations.

In Houston and Harris County, families are attracted to explore many housing choices - from established neighborhoods to new construction developments. Whether you prefer the urban energy of downtown life; have animals and love the country; or want to live next to water or near a golf course, shopping and business, there is a home waiting for you. And, for families with children, the area offers a wide range of world class education alternatives.

## **Candidate Profile**

"Ideal" candidates will be experienced leaders who are passionate about people and our mission of service. Candidates must have demonstrated success leading large, complex behavioral health and human service systems that have regional reach and impact. Our ideal candidates will have a strong business sense within the community health and human services context – able to balance clinical and financial goals & to provide personal leadership within the organization including the development of leaders/managers at all levels.

We're looking for a results-driven leader who has experience building and nurturing collaborative relationships with broad stakeholder groups – board, staff, consumers and families, communities and a wide range of private and public partners - to shape a future of integrated and innovative

systems of care. With philosophies of shared leadership and collaboration, candidates will be politically savvy and excellent communicators. Candidates must have successful track records leading transformative change and strategic initiatives.

A graduate degree in Behavioral Health, Business, Healthcare or Public Administration or a related field is required. Physician and PhD healthcare executives are encouraged, as are professionals who hold both graduate administrative and clinical degrees. Progressive leadership in community health and intellectual/developmental disabilities services and proven executive experience are a must.

To compete for this challenging leadership opportunity, please contact:

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