



**Manager, Inpatient Adult/Geriatric Psychiatry & Partial Hospitalization Program
for
Sparrow Health System's Behavioral Health Services
(Lansing, Michigan)**

The Whittaker Group Healthcare Search Consultants has been retained by Sparrow Health System's Behavioral Health Services to conduct a search for Manager, Inpatient Adult and Geriatric Psychiatry and Partial Hospitalization Program. This position works under the direction of the Administrative Director of Behavioral Health Services, and in collaboration with the other behavioral health disciplines, assumes responsibility for the day to day clinical operations of the programs.

Sparrow Health System is an integrated network that has grown to become Mid-Michigan's largest health system. The system has two Lansing campuses, Sparrow Specialty Hospital and Sparrow Hospital, the 697-bed flagship. Other hospitals include Sparrow Clinton Memorial Hospital in St. Johns, Sparrow Ionia Hospital in Ionia, and an affiliate hospital, Carson City Hospital. The system also has dozens of satellite care centers. Over 200 residents train through 24 programs, established in partnership with Michigan State University's Colleges of Human and Osteopathic Medicine. Sparrow also has a close relationship with MSU's College of Nursing.

Sparrow has earned the nation's most prestigious honor for nursing achievement and excellence – recognition as a Magnet Hospital by the ANCC. Considered the “gold standard” for nursing care in hospitals, Magnet status is held by only about 6 percent of hospitals nationwide.

Their adult inpatient psychiatry unit has 31 beds and provides quality evaluation and treatment of mental illness for patients age 18-60. It is also a teaching unit for psychiatric residents, medical students, student nurses, psychology interns and activity therapy students. Sparrow's geriatric inpatient psychiatry unit has 23 beds and provides evaluation and treatment of psychiatrically ill patients over 60 years of age.

Principal duties / responsibilities:

- Provides general direction and support to supervisors and staff within the Behavioral Health Services adult inpatient psychiatry and partial hospitalization programs through expectations and goals that meet Sparrow's mission, vision and values.
- Plans, develops, implements, and evaluates new policies, procedures and protocols.
- Budgetary responsibility for the development, allocation and evaluation of annual financial plan for the program, with oversight of Behavioral Health Services (BHS) Administrative Director. Ongoing revision to ensure appropriate use of financial resources based on key efficiency measures as defined within Sparrow Hospital (MECON benchmarking).
- Responsible for management of staff resources. Hires, supervises, evaluates, promotes, coaches and terminates in collaboration with Sparrow Human Resources.
- Develops, implements, monitors and adapts quality measures for BHS program to ensure patient/customer satisfaction and clinically appropriate treatment outcomes.
- Participates in community liaison activities.
- Provides leadership in licensing and accreditation surveys to ensure regulatory obligations are met.

- Communicates key information to BHS associates and colleagues in an effort to enhance teamwork to achieve the necessary change and adaptation to the healthcare environment.
- Participates in key hospital committees.
- Provides liaison with physicians to improve the clinical function and efficiency of service delivery.
- Collaborates with both internal and external customers (Community Mental Health) to achieve best outcomes.
- Serves as a role model for consistent demonstration of Sparrow Health System's Customer Service Behavioral Standards of Performance by respecting privacy and confidentiality.
- Demonstrates knowledge and respects patient, service provider, organizational confidentiality and HIPAA Security procedures and protocols. Follows established HIPAA procedures when using and/or disclosing protected health information. Maintains and protects patients' rights under the HIPAA Privacy Standards

The ideal candidate is a Registered Nurse (licensed to practice in Michigan) who holds a Master's Degree in a mental health related field (a MSN is preferred). Five years of clinical and/or managerial experience in an acute care psychiatric setting is also preferred. Candidate must have 25 or more hours of continuing education per year and must have BLS and Crisis Prevention Intervention certifications within six months.

Our client offers an excellent compensation package and is an equal opportunity employer.

For additional information, or for consideration, please contact me, in confidence, at:

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