



has an opportunity for a

Program Director
Anaheim (North)
(Full-Time)

Western Youth Services is a leading expert in children's mental health and wellness solutions. As a hub of children's mental health in Orange County, we've been providing services and programs for our community for over 50 years. Our passionate and dedicated staff deliver services and programs that prevent, treat, and heal children, youth, and families while increasing their ability to live full and productive lives.

If you are a collaborative clinical leader who is passionate about advancing behavioral health services and developing high-performing teams, we encourage you to apply.

Position Summary:

The Program Director provides strategic and operational leadership for assigned behavioral health programs, ensuring the delivery of high-quality, accessible, client-centered, and compliant services that advance Western Youth Services' mission and strategic priorities.

This position is responsible for overall program performance, including clinical excellence, operational effectiveness, regulatory compliance, financial stewardship, employee engagement, quality improvement, and community partnerships. The Program Director leads multidisciplinary teams while fostering a culture of accountability, collaboration, innovation, and continuous improvement.

Responsibilities:

- Provide strategic leadership and operational oversight for assigned behavioral health programs.
- Direct and manage program operations through a team of clinical and administrative staff.
- Ensure regional professionals and paraprofessionals provide treatment consistent with contractual requirements, state laws, Agency policies, professional ethical standards, and client needs.
- Promote evidence-based, trauma-informed, culturally responsive, and client-centered care throughout program operations.
- Assist staff with complex clinical situations and provide consultation, coaching, and leadership to supervisors and clinicians.
- Monitor program performance, staffing capacity, productivity, access to care, and service delivery to ensure contractual and organizational goals are achieved.
- Develop new clinical, management, and leadership staff.
- Execute hiring, onboarding, coaching, performance management, and employee development.

- Oversee clinic operations, documentation quality, billing coordination, and regulatory compliance.
- Collaborate with Finance, Quality Improvement, Compliance, and other Corporate Services departments to support audits, accreditation activities, and continuous quality improvement initiatives.
- Represent Western Youth Services with County partners, referral sources, schools, healthcare providers, and community stakeholders.
- Utilize operational, financial, and clinical data to evaluate program performance and implement process improvements.
- Staff reporting directly to this position will generally range from 15–30 clinical and administrative employees.

Minimum Qualifications:

- Master's degree in Social Work, Marriage and Family Therapy, Psychology, Counseling or a related behavioral health field from an accredited university.
- Current California licensure as an LCSW, LMFT, LPCC, or Licensed Psychologist in good standing.
- Minimum five (5) years of progressively responsible clinical leadership experience within behavioral health, community mental health, or a related healthcare setting.
- Minimum three (3) years of supervisory or management experience leading multidisciplinary teams.
- Experience leading allied professionals and collaborating with County partners.
- Working knowledge of Medi-Cal, CalAIM, behavioral health documentation requirements, clinical standards, and program development.
- Knowledge of behavioral health regulations, licensing standards, accreditation requirements, and contractual compliance.
- Demonstrated compliance with ethical standards established by the Board of Behavioral Sciences, Board of Psychology, and applicable professional organizations.
- Ability to interpret medical assessments, regulations, contracts, and operational data.
- Excellent written, verbal, and interpersonal communication skills.
- Ability to build collaborative relationships with employees, leadership, community partners, and funding agencies.
- Ability to organize and manage multiple priorities in a fast-paced environment.
- Demonstrated leadership skills with the ability to coach, develop, and inspire high-performing teams.
- Strong financial, operational, and organizational management skills.
- Ability to think strategically, lead organizational change, and implement continuous quality improvement initiatives.
- Commitment to diversity, equity, inclusion, and culturally responsive behavioral health services.
- Bilingual English/Spanish preferred.

Salary: Salary pay rate from \$119,800.00. The actual salary may vary based on experience, equity, market, and Agency considerations.

Benefits:

- Medical
- Dental
- Vision

- Life Insurance / AD&D
- Long-Term Disability
- Supplemental Benefits (Critical Illness, Short-Term Disability, etc.)
- 403(b) Retirement Incentive & Savings Plan
- Paid Time Off and Paid Holidays
- Employee Assistance Program

Professional Development Opportunities:

Western Youth Services is committed to developing exceptional behavioral health leaders.

Training opportunities include:

- Trauma-Focused Cognitive Behavioral Therapy (TF-CBT)
- Dialectical Behavior Therapy (DBT)
- Functional Family Therapy (FFT)
- Parent-Child Interaction Therapy (PCIT)
- Leadership development and supervisory training
- Evidence-Based Practice implementation
- Clinical and operational leadership development opportunities

Western Youth Services' Mission: Advancing awareness, cultivating success, and strengthening communities through integrated mental health services for children, youth, and families.

Western Youth Services (WYS) is an Equal Opportunity Employer and seeks to recruit and retain a diverse workforce. WYS values and promotes a culture of inclusivity and belonging, one that embraces the contributions of richly diverse disciplines and perspectives of all employees and staff.