



food+body wisdom

**Opal: Food+Body Wisdom, an eating disorder treatment facility in the University District of Seattle, Washington, offers intensive day treatment as well as outpatient services. We look to hire skilled individuals who want to join our team of staff providing innovative treatment with passion and care.**

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**Job Title:** Head of Clinic Management with Diversity, Equity and Inclusion Emphasis

**Responsibilities:**

**Personnel Management:**

- Determine clinical staffing needs
- Help facilitate staffing coverage for staff absences
- Recruit new clinical staff that are aligned with Opal's values
- Hire and train new clinical staff to ensure they are providing care in alignment with Opal's treatment philosophy and overall staff values
- Implement programs to enhance job satisfaction (ie, self-care workshops, team building exercises, etc)
- Organize staff clinical trainings throughout year, ensuring topics cover foundational aspects of Opal treatment philosophies and staff values
- Use effective communication skills cross-departmentally, ie Communicate with Intake and Clinical Supervisors related to client assignments and case load expectations
- Help staff triage and make decisions related to Clinical care, as it pertains to broader system of Opal
- Develop a feedback policy/procedure for all staff and create systems for timely and value aligned responsiveness
- Organize the annual Opal Cultural Assessment, in coordination with Founders
- Be the liaison between clinicians and Founders

**Clinical Leadership:**

- Coordinate the day-to-day clinical care of Partial Hospitalization, Intensive Outpatient and Outpatient services
- Analyze Opal programming and make necessary changes to ensure Opal is offering race-equitable, anti-oppressive, non-diet, and weight-inclusive care
- Lead the clinic to improve client treatment experiences
- Be responsible for aligning our clinical staff towards staff values and mission/vision/aspiration
- Identify opportunities to increase clinical care quality, safety, effectiveness, and inclusion
- Assure compliance with applicable standards and clinic licenses
- Revise clinical care policies and procedures, creating systems for accountability to these policies/procedures
- Meet regularly with PHP, IOP, Nutrition, and Human Resource Lead to have connection to the pulse on day to day clinical care
- Team with Head of Nutrition and Head of Operations, coordinating on necessary aspects of the job
- Other duties as assigned by Founders

**Requirements:**

- Bachelors or Masters in Healthcare Management or related organizational leadership or management professions/degrees
- Program development experience in mental health or related field preferred
- Experience in making systemic anti-racist changes at an organizational level preferred
- Knowledgeable about integration of diversity, equity and inclusion practices required
- Leadership skills to change systems to be more anti-racist (meals, group therapy, other policies/procedures, etc)

**Skill Requirements + Opal Value Alignment:**

- Have a systemic lens to bring positive change to staff and client culture at Opal
- Strong managerial skills
- Strong leadership skills
- Change management skills
- A high degree of confidentiality and personal boundary setting; coupled well with value of modeling for clients and staff
- Adaptable, and flexible
- High value of collaboration with multi-disciplinary treatment teams and colleagues
- Experience working with clients with eating disorders and/or other mental health concerns
- Live, behave and talk in a way that reflects a non-diet, anti-racist, weight-inclusive relationship with food and body

**Hours:** Full time. Monday – Friday

**Compensation:**

- Salary will commensurate with experience.
- Benefits: Medical/Dental/Vision insurance, PTO, paid holidays, retirement account with employer matching, paid continuing education

**To Apply:** Email [careers@opalfoodandbody.com](mailto:careers@opalfoodandbody.com) with your interest in the position and professional resume.

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**Opal's Aspiration: To contribute to a world where all are able to live fully with freedom**

**Opal's Vision: To inspire cultural change regarding food, body, movement and mental health**

**Opal's Mission: To free people from diet culture by offering eating disorder treatment for food, body and exercise concerns**

**Staff Values: Centering Community; Liberating from Oppression; Divesting from Perfectionism; Learning+Unlearning; Embodying Strength+Vulnerability**