

Job Posting: Treatment Director / LCCA (Tier I Basic + Tier I MH/BH + Tier I IDD/Autism)

General Residential Operation (GRO) – Houston Area (Fort Bend County)

Capacity: 8-bed

Service Packages: Tier I Basic • Tier I Mental & Behavioral Health • Tier I IDD/Autism

Position Type: Full-time

Start: ASAP

Contact: emily@whisperingpinesconsulting.com

Position Summary

We are hiring a **Treatment Director** who can also serve as (or is actively pursuing) **Texas Licensed Child-Care Administrator (LCCA)** to provide treatment leadership and operational oversight for an **8-bed GRO** serving youth under **Tier I Basic, Tier I Mental & Behavioral Health, and Tier I IDD/Autism** service packages. This role ensures treatment planning, clinical coordination, staffing integration, documentation quality, and youth outcomes align with **T3C expectations** and Texas residential care requirements.

This program includes MH/BH and IDD/Autism service packages. The Treatment Director must be qualified to oversee treatment services for youth with **emotional/behavioral health needs** and youth with **IDD/Autism**.

This is a new GRO opening this fall.

Key Responsibilities (T3C-Aligned)

Treatment Leadership Across Service Packages

- Lead the program's treatment framework across **Basic, MH/BH, and IDD/Autism**, ensuring individualized supports, measurable goals, and consistent implementation.
- Facilitate treatment reviews/case staffing; ensure service plans are timely, updated, and actionable.
- Oversee behavior support approaches (skill-building, prevention strategies, positive reinforcement systems, de-escalation supports).

Clinical Coordination & Continuity of Care

- Coordinate/oversee clinical service delivery across functions such as **case management, licensed therapy, behavior support, nursing/medical coordination, and aftercare** (employees and/or contracted).

- Ensure appropriate referrals, continuity of care, and collaboration with DFPS/SSCC, families/guardians (as permitted), schools, and community providers.

Education & Transition Support

- Ensure systems are in place for **school enrollment**, ARD/IEP/504 coordination, attendance supports, and educational stability planning.
- Start discharge planning at admission and drive safe transitions to step-down placements and community services.

Aftercare Oversight

- Ensure discharge documentation is complete and timely.
- Oversee **aftercare follow-up** (post-discharge check-ins, confirmation of service linkage, stability monitoring, documentation of contacts/outcomes).

Documentation, Compliance & CQI

- Maintain clinical documentation standards and audit readiness across all service packages (plans, progress, incident follow-up input, discharge summaries).
- Support T3C credentialing readiness: staffing plan alignment, training plan compliance, policy implementation, and ongoing quality improvement tied to outcomes.

LCCA / Administrative Oversight (Dual Role)

- Provide administrator-level oversight consistent with Texas expectations for residential operations (compliance systems, staffing accountability, and operational readiness).

Required Qualifications (Treatment Director)

Because this role oversees **Tier I MH/BH and Tier I IDD/Autism**, candidates must hold a credential that supports treatment oversight for these populations.

Required (one of the following):

- Licensed **psychologist** or **psychiatrist**, **OR**
- Texas-licensed **LPC, LCSW, LMFT** (or equivalent qualifying clinical license), **OR**

- Other credentials that qualify you under Texas residential standards to serve as Treatment Director for the populations served.

Experience:

- Demonstrated experience providing or overseeing treatment services for youth with **emotional/behavioral health needs** and/or **IDD/Autism** (residential preferred).
 - Strong skills in treatment planning, behavior support implementation, crisis prevention/de-escalation, and clinical documentation.
-

LCCA Requirement

- **Current Texas LCCA** preferred, or ability to obtain within an agreed timeframe (must be eligible).
 - Ability to maintain consistent leadership presence and accountability systems appropriate for an 8-bed operation.
-

Preferred Qualifications

- Texas GRO/residential experience
 - Experience coordinating with schools (enrollment, IEP/ARD, behavior supports)
 - Experience supervising clinical contractors/staff (therapists, behavior specialists, nursing coordination)
 - Familiarity with trauma-informed care and staff coaching models
-

How to Apply

Email your resume and a brief cover letter including:

1. your **clinical license/credential**,
2. your experience with **MH/BH** and/or **IDD/Autism**, and
3. your **LCCA status** (current / in-process / eligible).

Contact: emily@whisperingpinesconsulting.com