

**Senior Director, Social Work
Dana-Farber Cancer Institute
Boston, MA
Full Time – Partial Remote (2-3 days per week)**

Reporting to the Vice-Chair for Psychosocial Oncology in the Department of Psychosocial Oncology and Palliative Care (POPC), the Sr. Director of Social Work works in close collaboration with other departmental and institutional leadership to ensure clinically-driven, high quality, timely, and coordinated social work services to patients and families across the continuum from detection and diagnosis, through treatment, survivorship, end of life, and in bereavement. The Sr. Director of Social Work is responsible for designing mechanisms to support clinical and programmatic growth at all DFCI sites, including the satellites and network, and to develop best practices for providing evidence-based and cost-effective models for social work practice.

The Sr. Director of Social Work is a member of the Leadership Council for the Department of Psychosocial Oncology and Palliative Care, and is responsible for providing administrative, clinical and strategic oversight for social work as a core service for psychosocial care of patients and families. The Sr. Director of Social Work collaborates with DFCI leadership including Nursing, Patient and Family Programs and Services, Adult Ambulatory Services, and the Network, as well as BWH Social Work leadership, to form a cohesive program of services at Longwood ambulatory, Chestnut Hill, inpatient sites, and DFCI satellites.

Requirements:

- Oversight for the professional practice and supervision of clinical social work staff.
- In collaboration with the Vice-Chair for Psychosocial Oncology, oversight for personnel, strategic and operational management of DFCI social work practice and programs.
- Evaluation of roles and scope of responsibilities across social work practice to assure optimal structures supporting the practice and its interface with disease-based programs and oncology teams.
- Ensure operational quality of service, including psychosocial urgent response system and authorization of temporary involuntary hospitalization to avoid serious harm by reason of mental illness (Section 12a). Lead actions related to involvement of Risk Management, Office of General Counsel, Patient and Family Relations, Ethics.
- Designate recruitment, retention, and training strategies; set competency expectations, professional support, development, and evaluation processes for clinical social work practice.
- Help design and implement coordinated vision and goals for the provision of satellite psychosocial care, overseeing standards of practice and intersection with DFCI programs and services, operational, and leadership structures.
- Serves as DFCI lead for social work committee with BWH care continuum management to assure patient and family focused and coordinated psychosocial care between outpatient and inpatient care.
- Set expectations and competency standards for quality for Dana-Farber/Brigham and Women's inpatient hospital social work practice. Provide specialized oncology social work clinical expertise, designate processes to assure seamless services that are best for patients and families.
- Provide direction and oversight for all complex and high-risk social work cases across the Network including expertise in clinical case consultation, administrative, systems, and

operational oversight. Provide case consultation, coaching, guidance, and education to disease center staff and faculty in management of complex patient and family care.

- Develop vision and goals for psychosocial care across the DFCI continuum in collaboration with the POPC Vice-Chair for Psychosocial Oncology, Division Chiefs, and other senior leadership to assure a coordinated, compassionate, efficient, and comprehensive Psychosocial Oncology Clinical Care Model to address the needs of patients and families, providers, staff, and teams.
- Oversight of contracts, gift funds, operating and capital budgets related to social work practice in conjunction with POPC Department Administrator, Chair, and other departmental leadership as appropriate.
- Leadership in philanthropy-related strategy, proposals and initiatives that align with needs and goals that support psychosocial oncology care, programs, and staff.
- Co-lead the Universal Psychosocial Distress Screening Program across all sites which integrates clinical services by social work, psychiatry, and psychology; spearhead and execute on other major psychosocial programmatic initiatives.
- Represent Clinical Social Work in all Departmental decisions as a member of the POPC Leadership Council.
- Lead the development of staffing models and productivity expectations for Clinical Social Work.
- Key partner with Patient and Family Programs and Services Leadership to maintain a coordinated and integrated system of programs and services for patients and families across the care continuum and sites in the network.
- Work closely and seamlessly with Disease Center and other Institute Leadership regarding psychosocial care and clinical social work practice, with attention to disease and specific population-based needs within these centers.
- Assure and influence business infrastructure to support social work operations, resource planning and vision in collaboration with POPC Department Administrator.
- Provide social work consultation and expertise that shapes quality care provided through all DFCI clinical programs (e.g., Survivorship, Zakim Center for Integrative Therapies and Healthy Living, Breast Cancer in Young Women, Early Onset Colorectal Cancer Center, etc.).
- Oversee social work training programs to support quality and growth in oncology-focused clinical social work graduate school/post-graduate training.
- Set priority for and oversee social work group programs (e.g., support groups, psychosocial and educational forums).
- Set agenda for professional development for social work clinicians, ensuring that staff orientation, training, and education align with best-practice and competency development goals for oncology social work practice and Department clinical standards.
- Assure that the professional career ladder within social work provides appropriate infrastructure, sustainable clinical support, and developmental opportunities for staff.
- Represent DFCI Social Work and the specialty of Oncology Social Work on DFCI and Network wide committees and within other professional and health care communities.
- Promote and facilitate clinical social work staff involvement in psychosocial research as appropriate. Develop research and quality improvement initiatives in accordance with division and departmental goals.
- Leadership in the development and maintenance of Institutional policies and procedures
- Participate in clinical care as appropriate.

Qualifications:

- Education: Master's Degree in Social Work from an accredited program. (Doctoral degree preferred)
- Licensure: Independent Clinical Social Work Licensure in MA (LICSW).
- Ten years related experience in healthcare, oncology preferred, with at least three years in a management/leadership role.
- Significant experience in complex, interdisciplinary matrixed systems.
- Demonstrated ability to build trust and positive work culture
- Health care systems knowledge
- Strong knowledge base of psychological, social, emotional, financial, and spiritual challenges in oncology
- Ability to balance multiple priorities and responsibilities across a complex network
- Success in building effective collaborations
- Decision-making and ability to drive actions to meet goals
- Ability to lead others through complex change and crisis
- Strong analytical and quantitative skills
- Presentation and public speaking skills
- Creative problem-solving
- Equanimity under pressure

For more information and to apply, please visit: https://careers.dana-farber.org/sr_director_social_work2

About Dana-Farber:

Located in Boston and the surrounding communities, Dana-Farber Cancer Institute is a leader in life changing breakthroughs in cancer research and patient care. We are united in our mission of conquering cancer, HIV/AIDS and related diseases. We strive to create an inclusive, diverse, and equitable environment where we provide compassionate and comprehensive care to patients of all backgrounds, and design programs to promote public health particularly among high-risk and underserved populations. We conduct groundbreaking research that advances treatment, we educate tomorrow's physician/researchers, and we work with amazing partners, including other Harvard Medical School-affiliated hospitals.

At Dana-Farber Cancer Institute, we work every day to create an innovative, caring, and inclusive environment where every patient, family, and staff member feels they belong. As relentless as we are in our mission to reduce the burden of cancer for all, we are equally committed to diversifying our faculty and staff. Cancer knows no boundaries and when it comes to hiring the most dedicated and diverse professionals, neither do we. If working in this kind of organization inspires you, we encourage you to apply.

Dana-Farber Cancer Institute is an equal opportunity employer and affirms the right of every qualified applicant to receive consideration for employment without regard to race, color, religion, sex, gender identity or expression, national origin, sexual orientation, genetic information, disability, age, ancestry, military service, protected veteran status, or other groups as protected by law.