

February 9, 2004

FILLING VACANT LEADERSHIP POSITIONS IN MENTAL HEALTH

1. PURPOSE: This Veterans Health Administration (VHA) Directive provides the procedures necessary to fill leadership positions in mental health.

2. BACKGROUND

a. Providing high quality mental health services remains a high priority of VHA. To support this outcome, it is important that the most qualified individuals be selected for leadership positions in mental health programs regardless of their professional discipline.

b. This principle helps to ensure both a high-quality corps of mental health leaders and an appropriate diversity of professional backgrounds. Further, this approach is most consistent with inter-disciplinary care, which is the cornerstone of Department of Veterans Affairs (VA) mental health programs.

c. It is important to create and support innovative leadership models for all mental health care disciplines. Promoting interdisciplinary recruitment for these important leadership roles supports VHA's goal of being the employer of choice in the health care field.

3. POLICY: It is VHA policy to recruit and hire the most qualified individuals for key leadership positions in mental health.

4. ACTION: The facility Director is responsible for ensuring that:

a. Announcements for filling VHA leadership positions in mental health do not contain language restricting applicants to any one specific professional discipline.

b. Any exception to this policy receives the concurrence of the Deputy Under Secretary for Health for Operations and Management (10N) who must collaborate with the Mental Health Strategic Healthcare Group (MSHSG) (116).

5. REFERENCES: None.

6. FOLLOW-UP RESPONSIBILITY: The Deputy Chief Consultant, Mental Health Strategic Healthcare Group, MSHSG (116), is responsible for the contents of this Directive. Questions can be referred to (202) 273-7322.

7. RESCISSIONS: VHA Directive 98-018 is rescinded. This VHA Directive expires February 28, 2009.

S/Robert H. Roswell, M.D.
Under Secretary for Health

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THIS VHA DIRECTIVE EXPIRES FEBRUARY 28, 2009