CBHC | Colorado Behavioral Healthcare Council

Director, Behavioral Health Capacity & Innovation Hub

Job Description · Colorado Behavioral Healthcare Council (CBHC)

Reports to	Deputy Executive Director, Policy & Strategy
Supervises	Workforce Program Manager; Hub Incentive Program Manager
Status	Full-time, salaried, exempt
Location	Hybrid, based in CBHC's Denver office; regular travel to rural sites
Salary range	$115,000–$130,000
Funding	Colorado Rural Health Transformation Program. Continuation beyond each grant year depends on funding.
Apply by	November 16, 2026

Position Summary

The Director of the Behavioral Health Capacity & Innovation Hub provides day-to-day leadership for CBHC's new Hub, a shared-services initiative that helps rural and frontier behavioral health providers build together what is hard to build alone. Reporting to the Deputy Executive Director, Policy & Strategy, the Director turns the Hub's approved work plan into results at five participating provider organizations, leads the Hub's staff and contractors, and serves as CBHC's primary program contact with the Colorado Department of Health Care Policy and Financing (HCPF).

This is a builder's role for an entrepreneurial leader. The Director will establish the Hub in its first year and develop a sustainable shared-services model that builds on what CBHC's members already do well and delivers enough value to endure beyond grant funding. The Director also connects what the Hub learns in implementation to CBHC's policy and advocacy work.

Core Responsibilities

Hub Leadership and Work Plan Delivery

- Lead delivery of the Hub's work plan across both program areas, Workforce and Incentive Payments, on schedule and within budget.
- Translate state policy and grant requirements into practical, phased implementation plans with participating providers.
- Staff the Hub oversight and advisory committee with the Executive Sponsor.

Business Development and Sustainability

- Design, test and refine a sustainable business model for the Hub's shared services, including participation or member fees, fee-for-service arrangements, cooperative purchasing fees, and public and philanthropic funding.

- Use cost-savings and outcome data to build a credible business case for providers, funders and state partners.
- Grow participation beyond the five founding providers as the model proves its value.
- Develop and manage partnerships with vendors, national organizations and funders, and represent the Hub with state agencies and at conferences.
- Share implementation lessons with CBHC's policy team to inform advocacy and state partnerships.

Provider Partnerships and Collective Arrangements

- Build trusted working relationships with CEOs and site liaisons at participating providers, keeping the Hub focused on their priorities and complementing the services they already provide.
- Lead negotiation and management of collective arrangements, such as pooled training cohorts and shared specialty consultation, using transparent selection criteria and federal procurement standards.
- Lead development of the Category B concept paper defining earning criteria, confirmed with HCPF before any payment, and oversee Category B payments with CBHC finance.
- Lead payment-readiness work with participating providers, including payment-model financial modeling, Behavioral Health Entity (BHE) licensure readiness and value-based payment leadership training.

Grant Management and Compliance

- Serve as HCPF's primary program contact. Own quarterly progress reports, outcome metrics and required program deliverables.
- Manage the Hub budget and spend-down with CBHC finance, including subrecipient risk assessment, monitoring and documentation under 2 CFR Part 200.
- Oversee the performance of Hub contractors, including the project management contractor, the process improvement contractor, BHX's workforce consulting, the external evaluator and training vendors.

Team Leadership

- Hire, supervise and develop the Hub team, building a culture of accountability, learning and partnership.
- Shift work from consultants to in-house staff as the Hub matures.

Qualifications & Experience

Required

- Bachelor's degree in public health, health administration, public policy, social work, business or a related field. Equivalent experience will be considered.
- At least seven years of progressive experience in behavioral health, health care operations or health policy, including at least three years managing programs, budgets and staff.
- Demonstrated success launching a new program, service line or venture and growing it toward financial sustainability, including business planning and revenue models.

- Experience managing complex, grant-funded programs, including budgets, contracts, reporting and compliance.
- Working knowledge of Colorado's behavioral health system, including Medicaid, the Behavioral Health Administration and community safety-net providers.
- Proven ability to lead multi-organization projects and build trust with executive leaders.
- Strong written and verbal communication, including reports for state agencies and boards.

Preferred

- Master's degree in a related field, such as an MBA, MPH or MHA.
- Experience with membership organizations, cooperatives, management services organizations or other shared-services models.
- Experience in fund development or securing public and philanthropic funding.
- Experience with federal grants under 2 CFR Part 200, including subawards.
- Experience with group purchasing, value-based payment, CCBHC or practice transformation.
- Experience working with rural or frontier communities.

Reporting & Leadership Structure

- **Formal supervision:** Reports to the Deputy Executive Director, Policy & Strategy, who serves as the Hub's Executive Sponsor.
- **Executive leadership:** Works closely with CBHC's Chief Executive Officer and provides regular updates on Hub activities and performance to the CBHC Board.
- **Supervises:** Workforce Program Manager and Hub Incentive Program Manager.
- **Contractor oversight:** Manages Hub contractors and vendors through their contracts.
- **Functional partnerships:** Coordinates with site liaisons at participating providers, who remain employees of their own organizations.

Requirements and Expectations

- Travel about 20%, mostly within Colorado, including overnight trips to the San Luis Valley and Eastern Plains.
- Proficiency in Microsoft Office (Word, Excel, PowerPoint, Outlook and Teams) and virtual meeting platforms.
- Diplomacy, discretion and sound judgment with provider executives, state agencies and confidential organizational information.
- Attend monthly CBHC Committee meetings as relevant to the Hub, and the annual CBHC Conference.
- Keep time-and-effort records as required for federally funded positions.
- Other duties as assigned.

About CBHC and the Hub

Since 1967, the Colorado Behavioral Healthcare Council (CBHC) has represented Colorado's nonprofit community-based providers of mental health and substance use disorder services. Our members form the backbone of Colorado's behavioral health safety net, delivering skilled, compassionate care rooted in community needs, including services for individuals with serious mental illness and children with serious emotional disturbances. CBHC is Colorado's premier advocacy organization for these providers.

CBHC is launching the Behavioral Health Capacity & Innovation Hub, funded by Colorado's Rural Health Transformation Program. The Hub helps rural and frontier behavioral health providers do together what is hard to do alone:

- buying training and specialty expertise at group rates
- building shared clinical supervision and workforce pathways
- strengthening documentation, cost reporting and care follow-up
- preparing for value-based payment

The Hub launches with five founding provider organizations serving rural and frontier communities in the San Luis Valley, the Eastern Plains, southeast Colorado and the lower Arkansas Valley, and rural Weld County.

You'll be joining a new team at the ground floor. The work is practical and fast-moving, and you'll see its results in the providers and communities it serves.

Benefits, How to Apply and EEO

Benefits. This is a full-time, salaried, exempt position with full benefits including health, dental, and vision insurance; long- and short-term disability insurance; a healthcare cost reimbursement arrangement; vacation, sick/well leave, and holidays; and a 401K retirement plan with employer matching.

How to apply. Send a resume and a cover letter describing your interest in rural behavioral health to Brittany Langevin at blangevin@cbhc.org with the position title in the subject line. Applications are due by November 16, 2026, and will be reviewed as they arrive. The target start date is mid-December 2026.

Grant funding. This position is funded through Colorado's Rural Health Transformation Program, a five-year initiative with funding awarded annually. Continued employment is contingent on the availability of grant funding.

Equal opportunity. CBHC is an equal opportunity employer. We welcome applicants of all backgrounds and do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other status protected by law. We encourage candidates with lived experience of behavioral health conditions and candidates from rural and frontier communities to apply. Reasonable accommodations are available on request during the hiring process.