



Career Opportunity

Director of In-Home, Community, and Rehabilitation Services

Location: TBD, likely near Wellesley, MA

Employment Type: Full-Time

Start Date: Flexible, February 2025 – June 2025

Company Overview:

The Palmer Institute is pioneering a transformative healthcare model that seamlessly integrates mental and physical health, addressing the root causes of chronic health conditions that have reached epidemic proportions. Traditionally, mental health care has been fragmented and siloed from physical health care, often neglecting the underlying causes of illness. This separation leads to treatment failures, chronic suffering, common medical comorbidities, and premature mortality.

The Palmer Institute addresses these challenges by offering a comprehensive “Health Home” for individuals across the entire spectrum of mental and metabolic health conditions. Our standardized, technology-driven, and team-based approach integrates mental health care, primary care, metabolic health, lifestyle, and functional medicine. Our mission is to guide patients toward healing, remission, and sustainable recovery by delivering personalized, evidence-based care that treats the whole person—mind, brain, and body.

As a concierge practice, we empower clinicians to spend more time engaging deeply with patients and collaborating closely with multidisciplinary teams. The strong demand for our services is reflected in our waiting list of over 4,700 people.

Position Summary:

The Palmer Institute is seeking a dynamic and experienced **Director of In-Home, Community, and Rehabilitation Services** to lead and expand our innovative approach to integrated mental and metabolic health care. This leadership role will oversee the strategic direction, development, and operations of in-home and community-based services, as well as specialized rehabilitation programs. These services aim to support holistic recovery for individuals with complex mental and physical health needs, bridging clinic care with home and community environments to promote long-term wellness.

Key Responsibilities:

- **Program Development & Leadership:** Design, implement, and oversee in-home, community-based, and rehabilitation services, ensuring they align with the Palmer Institute’s mission to integrate mental, physical, and metabolic health in patient-centered care.
- **Clinical Oversight & Quality Assurance:** Provide clinical and operational leadership, ensuring that services adhere to the highest standards of evidence-based care, safety, and quality while supporting the development of a team-based approach to care.
- **Team Management:** Recruit, train, and mentor a team of multidisciplinary professionals, including case managers, rehabilitation specialists, and community health workers, fostering a collaborative culture that prioritizes patient outcomes and continuous learning.
- **Community & Stakeholder Engagement:** Develop and maintain relationships with community organizations, healthcare providers, and families to support effective transitions between care settings, enabling comprehensive care that follows patients beyond traditional clinical settings.

- **Service Innovation & Integration:** Collaborate with clinical and technology teams to drive service integration with Palmer Institute's technology platform, supporting care continuity, data-driven decision-making, and the personalization of care plans based on real-time patient insights.
- **Financial & Operational Management:** Oversee budget, resource allocation, and performance metrics to ensure efficient operations, scalability, and sustainability of the in-home and rehabilitation services.
- **Patient Advocacy & Support:** Serve as a champion for patients and their families, advocating for personalized care plans that address unique needs and promoting long-term recovery and wellness.

Qualifications:

- **Education:** Master's or Doctoral Degree in Psychology, Social Work, Counseling, Nursing, or a related field.
- **Licensure:** Must be licensed or eligible for licensure in Massachusetts, with supervisory designation preferred.
- **Experience:** 8+ years of experience in healthcare, with a focus on community-based or rehabilitative services, and at least 3 years in a leadership or director role.
- **Skills:** Demonstrated experience in program management, team leadership, community partnership development, and familiarity with technology-driven care solutions.
- **Attributes:** Strong interpersonal skills, a commitment to holistic patient care, and the ability to lead in a complex, evolving healthcare landscape.

Benefits:

- Competitive salary
- Health and dental insurance
- 401(k) with company match
- Malpractice insurance
- Paid time off and holidays
- Professional development opportunities

Equal Opportunity Employer: The Palmer Institute is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Application Process: To apply, please submit your CV and a cover letter detailing your relevant experience and why you are an excellent fit for this role to Garrison Grant at garrison@brainenergy.com.