



Global Director of Emotional & Behavioral Health

Strategic Leadership Profile

The Global Director of Emotional & Behavioral Health serves as the chief architect of psychological readiness doctrine across Wings CRS global operations. This executive leader is responsible for safeguarding human capital, strengthening operational resilience, and institutionalizing behavioral health integration across rapid-response, recovery, and resilience missions.

While we value experience, we value ATTITUDE more. We seek servant-leaders who are intuitive, emotionally secure, confident self-starters, out-of-the-box thinkers, supportive team players, and capable problem solvers — not problem creators. Above all, this individual is deeply committed to saving lives and building resilient communities.

In this executive capacity, you will architect and govern a globally scalable behavioral health doctrine that integrates directly into catastrophe response operations. You will establish clinical standards, deployment frameworks, and measurable resilience metrics that protect human capital and restore stability in the aftermath of crisis.

This position carries strategic accountability for safeguarding psychological readiness, reducing operational risk exposure, and strengthening long-term resilience across the organization.

Core Responsibilities

- Develop and implement a global trauma-informed behavioral health framework.
- Establish crisis intervention and post-traumatic stress care protocols.
- Design responder mental readiness and reintegration programs.
- Recruit and supervise GOC and ROC Managers of Emotional & Behavioral Health.



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- Ensure compliance with HIPAA and ethical clinical standards.
 - Provide executive briefings and strategic planning oversight.

Required Qualifications

- Doctorate or Master's Degree in Clinical Psychology, Counseling, Social Work, or related field.
- Active clinical licensure (LPC, LCSW, LMFT, Psychologist, or equivalent).
- Minimum 10 years clinical experience in trauma or crisis response environments.
- Demonstrated leadership managing multidisciplinary clinical teams.

Hiring location: Boerne, Texas

Compensation & Benefits

Please see our Recruiting page on our website for the complete and current list of benefits and compensation details.

If you are looking for your best last job — where your work makes a real difference and directly contributes to saving lives — please send your resume to us today for consideration. Military veterans are strongly encouraged to apply.

Wings CRS is an Equal Employment Opportunity (EEOC) employer.

Wings CRS is fully committed to promoting wellness and creating both a healthy and safe environment for all employees, volunteers, patients, and visitors.

Wings CRS maintains a LIMITED TOBACCO PRODUCT USE policy. The organization will not hire individuals who use or test positive for nicotine products unless such use is under the documented guidance and supervision of a licensed physician as part of an approved medical treatment or cessation program. Candidates who desire to cease the use of nicotine products as a condition of employment must agree to successfully complete a nicotine cessation program under the guidance and monitoring of Wings CRS health professionals.



All candidates must undergo an extensive evaluation process, including thorough background checks and drug, alcohol, and nicotine testing as a precondition of employment. All employees are subject to random substance testing as a condition of continued employment.

- Establish structured behavioral health response frameworks aligned with catastrophe activation protocols.
- Develop measurable psychological resilience metrics and post-deployment recovery benchmarks.
- Integrate behavioral health readiness into operational planning and command briefings.
- Lead interdisciplinary coordination with Medical, Security, and Operations Command Center teams.
- Implement continuous improvement reviews following mission deployments.
- Establish and maintain psychological readiness index scores above 90% for deployable personnel.
- Reduce post-deployment psychological risk indicators by 25% year-over-year.
- Implement structured decompression protocols within 72 hours of mission completion.
- Track responder resilience metrics, including burnout, secondary trauma, and reintegration stability.
- Deliver quarterly executive briefings outlining behavioral health KPIs, trend analysis, and risk mitigation strategy.
- Integrate measurable resilience benchmarks into activation protocols and operational planning cycles.