



Lori A. Weaver
Commissioner

Morissa S. Henn
Deputy Commissioner

STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF THE COMMISSIONER

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ARC
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DEC 17 2025

December 10, 2025

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to RSA 94:6, the Department of Health and Human Services respectfully requests to place Joshua Nye at Step 4 for the position of Bureau Chief of Secure Treatment Services at the Sununu Youth Services Center (SYSC) within the Division for Children, Youth and Families (DCYF), position number 9U417. This is an unclassified salary grade GG, earning \$106,654.00 with an effective start date of January 23, 2026, upon Governor and Council approval. 100% General Funds.

EXPLANATION

The SYSC Bureau Chief provides overall leadership to the facility and is responsible for programs relating to adjudicated and detained juveniles, including multidisciplinary residential, educational and clinical programs designed to rehabilitate youth. The Bureau Chief is responsible for overseeing the building and opening of a new secure treatment facility, guiding all operational and programmatic changes, and directing all related communications, as well as establishing a positive ongoing relationship with families, regulatory agencies, the community and community-based programs relating to the juvenile population supported at the Center.

Joshua Nye has over 25 years of experience in clinical settings, in both direct care and executive leadership roles, where he has overseen the development and implementation of innovative clinical programs in community based and secure treatment environments. He has dedicated his career to serving vulnerable populations including children, youth, and families. Mr. Nye holds a bachelor's degree from Suffolk University and master's degree from Assumption College.

I respectfully request that Mr. Nye be placed in the position of Bureau Chief of Secure Treatment Services at the Sununu Youth Services Center (SYSC), unclassified salary grade GG, at step 4 with an effective start date of January 23, 2026.

Sincerely,

Lori A. Weaver
Commissioner

Joshua Nye

Counselor and Consultant

Concord, NH 03301

Professional Summary

I am fully Licensed Mental Health Clinician for the state of New Hampshire & Massachusetts. I have been in the Mental Health Field since 2010. I am actively seeking a occupation that has an opportunity for growth.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

Work Experience

Owner

Cedar Branch Services PLLC-Atkinson, NH

July 2025 to Present

Cedar Branch Services, PLLC, is established in NH, providing counseling (NH & MA) and consulting services for all persons in need.

Cedar Branch Services provides individual, couples, and family therapy services. Areas of speciality are

- Anxiety
- Depression
- Mood
- Psychosis
- ADHD
- Behavioral
- PTSD
- Substance

Services can be offered to ages 5 and up. Cedar Branch Services will assess, develop a plan to treat, and schedule regular sessions as needed for every situation.

Cedar Branch Services also offers consultant services for all Behavioral Health programming and development needs. From developing a private practice, to expanding a clinic, or developing a new Behavioral Health program, Cedar Branch Services can support a range of consult needs:

- Project Planning
- Budget
- Workflows
- Staffing Projections
- Regulation Standards
- Facility Progam Development
- Stakeholder Planning

Cedar Branch Services can adapt and assist wherever possible.

Adjunct Professor

Merrimack College-North Andover, MA
January 2024 to Present

The Clinical Mental Health Counseling (CMHC) Program at Merrimack College in the Applied Human Development and Community Services invites As a Clinical Mental Health Counseling (CMHC) Program adjunct faculty member I am responsible for providing formal learning in the online CMHC programs with primary duties being effective delivery of instructional material and course management (e.g., assessments, grading, etc.).

Several instructors are needed with content expertise and professional applied experience (e.g., teaching, mental health counseling, etc.) for the following graduate courses:

- Counseling Skills & Techniques
- Human Growth & Development
- Diversity & Culture in Counseling
- Career and College Counseling
- Trauma & Crisis Intervention
- Ethics & Legal Issues in Counseling
- Clinical Practice in Behavioral Health
- Diagnosis and Treatment Planning
- LGBTQI+ Affirmative Counseling
- Counseling Theory
- Practicum, Internship I, and Internship II
- Psychological Assessment
- Evaluation and Treatment of Addictions

Executive Director of the Restoration Center

Vinfen-Lowell, MA
April 2024 to September 2025

The Restoration Center (RC) Executive Director (ED) is responsible for the overall programmatic and operational leadership of Vinfen's innovative Behavioral Health and Substance Use Disorder treatment program, which has the goal of diverting people who interact with law enforcement or the court system from lock-up facilities and hospital emergency rooms to this community-based resource.

The ED is responsible for refining and implementing program design which includes the triage and medical clearance function, a peer-led Living Room program, Substance Use Disorder (SUD) Support Unit, as well as a 10-bed respite unit. The ED will develop and manage transitions and integration with services that are part of the Restoration Center continuum but delivered at separate Vinfen locations.

The ED is also responsible for the effective management of the program including oversight of quality, compliance, outcomes, staffing, safety, service delivery and financial performance. The ED will also be responsible for developing and maintaining relationships and operational processes with police, Emergency Medical Services, correctional facilities and key providers who will refer to the Restoration Center. Additionally, the ED will be accountable to MA Executive Office of Health and Human Services (EOHHS) and the Restoration Center Commission.

Job Duties and Responsibilities:

The essential job duties/responsibilities of the position include but are not limited to the information listed below:

- Oversees, manages and supervises the work of the Nurse Manager, the Manager of PeerServices and the Respite Program Director.
- Works closely and collaboratively with the Medical Director and the Clinical Supervisor of the Connections to Care team.
- Develops and implements the Restoration Center service including a triage/medical clearance function, a peer-led Living Room, the Sober Support Unit and a Respite Program.
- Provides subject matter input into the development of the form set and electronic health record structure.

- Develops internal operational processes and inter-organization operational processes including transfers, warm hand-offs to other external appropriate levels of care.
- Directs and manages the activities of direct reports: Nurse Manager, Respite Program Director and Manager of Peer Services.
- Hires staff appropriate to the position. Utilizes staff appropriately with the goal of optimizing effort and achieving operational and financial goals.
- Manages staff performance. Provides direction, training, and coaching; conducts performance planning and review sessions; provides guidance on career development; implements recognition and rewards programs. Applies counseling, disciplinary, and corrective action programs, as necessary.
- Works with the Chief Medical Officer, Chief Operating Officer and Senior Vice President of Quality, develop quality measure and outcomes reports.
- Works with all administrative departments, the ED is responsible for ensuring appropriate use of resources to provide effective and efficient services.
- Ensures compliance with all internal quality and external licensing, certification and accreditation standards and regulations, as well as program specific policies and procedures.
- Ensures compliance with federal, state, and company policies and regulations and standards for professional conduct and services.
- Assesses, establishes, and implements appropriate systems, procedures, and productivity standards for each service component to ensure quality of services, including use of Evidence Based Practices and to produce measurable outcomes indicating excellent results of services through multiple delivery modalities compared to service system benchmarks.
- Develops program budgets. Analyzes expense and revenue reports; justifies variances; tracks and resolves issues making program adjustments when necessary.
- In conjunction with Medical Director, provides leadership for adverse events within the RC, ensuring appropriate plans and corrective action are implemented and reported.
- Envisions, designs, and develops new programs and initiatives, including responding to opportunities to expand care for new services by all payers, including State, ACO and Health Plans. Assesses funder and community needs and proposes solutions. Develops new business plans, contracts/grant proposals to expand funding base.
- Presents at professional conferences and workshops and prepares articles for professional journals. Provides consultation to other parties, as needed.
- Serves as primary liaison to funders regarding fiscal, administrative, and service-related issues.
- Ensures the quality and timely completion of all clinical, recordkeeping, and documents for clients. Responsible for preparation of medical records for internal and external audits.
- Ensures maintenance and safety of physical sites.
- Maintains and enhances staff knowledge on human services issues and trends, such as techniques and tools available.
- Performs other related duties as required.

Private Practice Therapist

Andover Counseling Center-North Andover, MA
July 2022 to July 2025

- Independent Therapist working with a small caseload.
- Service provided individuals ranging from child to adults.
- predominantly with a CBT modality but can range to other modalities such as DBT, EBT, and Behavioral.
- Develops and completes comprehensive assessments and treatment plans for all patients along with session notes.
- Patients can be seen either on a weekly or biweekly basis

Director of Behavioral Health

Charles River Community Health-Brighton, MA
October 2022 to April 2024

- Oversees 10 staff in 3sites: Brighton Waltham, and Allston MA
- Oversees two Department Divisions: Behavioral Health Outpatient and Behavioral Health Integration

- Oversees specialists such as a Peer Recovery Coach, a Family Partner, and Psychiatric Nurse
- Oversees and implements grant funded programs within division
- Directs and supervises a diverse fellowship program for new clinicians
- Is responsible for all department productivity, billing reports and corrective action plans
- Is involved with all Department and Organizational development meetings
- Responsible for visual scorecard of BH including but not limited to safety, quality, production, performance, professional development, and cost
- Work with Chief Clinical Officer to restructure the department as needed
- Ensure coverage for all staff scheduling to achieve proper patient care
- Recruit, hire and evaluate all staff including onboarding and supervision
- Conducts weekly staff meetings and weekly clinical supervision for all Department staff
- Support credentialing for all BH staff as a part of the credentialing committee
- Serve on the QA/Risk management committee
- Conduct monthly peer review and case audits to ensure clinical documentation compliance.
- Leads a satellite division program in the Gardner Pilot School
- Leads all care team huddles with Medical and Community Health staff 4 days a week
- Develops workflows for inter-department needs such as Crisis Management, Data collection etc.
- Treats patients on the medical floor for Behavioral Health concerns including Crisis management
- Utilizes EHR systems such as EPIC and NextGen for documentation and charting of patients

Clinical County Administrator - All Essex County Sheriff's Department Contracted Programs

Spectrum Health Systems, Inc.-Middleton, MA

February 2022 to October 2022

- Oversees 8 programs with 30 personnel (CRA, STAR, OARS, CASE, WIT, ECPRC, RHU)
- Develops and administers a program implementation plan consistent with ECSD policies/procedures and staffing matrix per RFR/contract.
- Completes monthly staffing report to accompany each invoice for services rendered.
- Complete quarterly budget reports that reflect grant spending such as the BJA for programs within the ECSD
- Ensures all staff complies with Spectrum and ECSD Policies and Procedures.
- Ensures staff accountability with hours worked by reviewing Dayforce compliance and outcome reports.
- Provides direct administrative, clinical and operational supervision to Clinical Directors by completing supervision forms.
- Conducts regularly scheduled visits to program sites and monitors program utilization and efficiency as defined in quarterly management reports for the purpose of developing and implementing quality assurance methods and practices. Site visits will address, but are not limited to the following issues:
- Supporting the actualization of performance measures
- Working with ECSD Administrators & Clinical Directors to correct performance or systemic issues
- Develops and oversees on-going analysis and quality assurance system of program activities to ensure program objectives are being met. Formulates a corrective action plan when necessary.
- Works closely with ECSD personnel to ensure program fidelity, operational compliance and coordination among programs.
- Demonstrates the ability to prioritize tasks and responsibilities, and complete duties in the allotted time.
- Develops and oversees the preparation of annual, quarterly, and monthly reports.
- Under the direction of the Senior Vice President of Correctional Services, manages the operating budget and adheres to budgetary guidelines.
- Exercises authority to act decisively in all matters (consultation with Senior Vice President of Correctional Services and ECSD Administrators when necessary).

- Oversees and approves employment decisions and evaluations including all grievance-related concerns and disciplinary actions in consultation with HR and Senior VP of Correctional Services.
- Consistently models a highly relational approach with all staff via servant leader, and collegial orientation. Encourages and values diversity of opinions and responsible dissent.
- Ensures that all sites have an active employee morale program that values staff contributions and supports engagement/harmonious workplace.
- Ensures the effective use of all program resources to include judicious use of per-diem staff and employee expense reviews and authorizations.
- Develops Annual Training Plan with VP of Clinical Development & Training that identifies staff training needs and ensures that necessary job-related instruction is provided to staff.
- Conducts staff training and in-services to ensure that quality services are being provided at all sites.
- Communicates with direct reports via no less than monthly face-to-face staff meetings.
- Provides specific feedback on program operations, employee relations climate, problem areas and actions necessary for improvement.
- Maintains knowledge of current trends and developments in the field by reading appropriate literature and attending related seminars and conferences. Applies pertinent knowledge to performance of duties and to ensure programs in line with these trends and developments.

Clinical Director- Essex County Jail (CRA, CASE, OARS, RHU)

Spectrum Health Systems, Inc.-Middleton, MA

July 2021 to February 2022

The Clinical Director of Essex County Jail is responsible for supervising the implementation and delivery of clinical and case management services and integration of clinical services within the designated sites, services and modalities. There are 12 total personnel through out the following Programs: Correctional Recovery Academy, CASE (Detox) unit, and Lower Programs (OARS and RHU). Clinical Director ensures that:

- (1) treatment services are delivered in accordance with evidence-based practices and Spectrum's clinical design
- (2) Assist and spearhead the program development with the Essex County Sheriff's Dept in two of their newest Programs: STAR & CRA.
- (3) Ensure clinical staff are highly trained and proficient in the delivery of clinical services. Must be able to work the hours required to meet the business needs of the organization including the ability to work more than 40 hours in a work week

Clinical Director- OCC and STAR

Spectrum Health Systems, Inc.-Lawrence, MA

August 2020 to February 2022

The STAR/OCC has 3 direct personnel in a single site. The Clinical Director is responsible for supervising the implementation and delivery of clinical and case management services and integration of clinical services within the designated sites, services and modalities. The Clinical Director ensures that:

- (1) treatment services are delivered in accordance with evidence-based practices and Spectrum's clinical design
- (2) Assist and spearhead the program development with the Essex County Sheriff's Dept in two of their newest Programs: STAR & CRA.
- (3) Ensure clinical staff are highly trained and proficient in the delivery of clinical services. Must be able to work the hours required to meet the business needs of the organization including the ability to work more than 40 hours in a work week.

Additional responsibilities can be:

- Responsible for the oversight of clinical and case management services delivered at designated site or program(s)
- Ensures that clinical services are being delivered in accordance with clinical philosophy and design, in accordance with evidence-based practices

- Displays knowledge with respect to all governing credentialing bodies and clinical standards as they pertain to clinical services
- Works closely with the Contract Support Manager and ECSD management staff to ensure smooth operation, the delivery of quality services, and the coordination of all clinical services
- Observes group facilitation for each supervisee and completes Group Quality Inventory to ensure performance meets Spectrum standards
- Observes a minimum of one of each meeting type – Morning, Evening, and Community – each month in assigned programs
- Reviews a minimum of four (4) clinical charts per month per counselor and five (5) closed clinical charts per quarter per counselor for compliance with Spectrum and ECSD standards.
- Provides regular clinical supervision and facilitates weekly clinical team meetings
- Documents clinical supervision and maintains appropriate documentation of clinical team meetings
- Strictly adheres to HIPAA and confidentiality policies when responding to inquiries for client information or copies of information
- Works closely with management and staff to ensure a seamless continuum of care within various treatment modalities
- Provides orientation for newly hired clinicians
- Ensures that the interdisciplinary treatment planning, case reviews and conferences are being conducted and documented per Spectrum's protocols
- Develops an ongoing staff development and training plan for clinical staff in coordination with the Contract Support Manager and other Clinical Directors
- Facilitates clinical quality improvement initiatives to continually improve the quality of clinical services in coordination with the Contract Support Manager
- Assist with crisis management and other emergencies as needed

Clinical Director

The Psychological Center-Lawrence, MA
September 2019 to August 2020

- Develop, structure and lead a clinically based recovery program for 18-25 year old females with dual diagnosis.
- Oversee discipline, expectations, and daily compliance with both program and state regulations
- Supervise floor staff and case managers on a weekly basis to reach both clinical and administrative goals.
- Help the company obtain licensure with the state by developing appropriate documentation, establish professional standards, and matching treatment expectations with state mandates.
- Develop and run up to 11 weekly group treatment sessions (3 -4 daily) and provide weekly individual treatment for all residents within the program

Clinician for the Children's Behavioral Health Initiative

South Bay Community Services-Lawrence, MA
September 2013 to July 2020

- Triage patient/family needs and develop tailored comprehensive treatment plans, incorporating CBT, Play Therapy, Family and Couple's Therapy, and Behavior Management
- Work directly with clients as the lead clinician, and oversee therapeutic interventions implemented by Therapeutic Training and Support Professionals (TT&S)
- Provide weekly supervision and feedback to TT&S clinicians about their clinical work and review their documentation

Individual Outreach Clinician

South Bay Community Services-Lawrence, MA
September 2010 to September 2013

- Provided weekly therapy in client's homes
- Developed treatment plans specific to patients' medical, social and emotional needs
- Collaborated with external providers, including school staff, medical professionals and social workers to provide comprehensive wraparound care

Education

Counseling Psychology (Master of Arts)

Assumption College-Worcester, MA

September 2008 to May 2010

Psychology (Bachelor of Arts)

Suffolk University-Boston, MA

September 2004 to May 2008

Skills

- Management
- Microsoft Powerpoint
- Program management
- Social work
- Compliance management
- Microsoft Office
- Group Therapy
- Documentation review
- Crisis Management
- Mental Health Counseling
- Behavioral Health
- Child & Family Counseling
- Training & development
- HIPAA
- Mental Health
- Intake Experience
- Team management
- Addiction Counseling
- Crisis Intervention
- Documentation
- Program Development
- Cognitive Behavioral Therapy
- Psychotherapy
- Program design

- Counseling
- University teaching experience
- Motivational Interviewing
- Meeting facilitation
- problem solving
- Individual / Group Counseling
- Curriculum development
- Behavioral therapy
- Leadership
- Therapy
- Child & family counseling
- Behavioral Therapy
- Intake
- Curriculum Development
- Psychiatric care
- Case Management
- Supervising experience
- Behavior Management
- Quality assurance

Certifications and Licenses

ORAS Certification

December 2021 to Present

Ohio Risk Assessment System tool

LS/CMI Certification

December 2020 to Present

Case Management Assessment Tool

CJIS Certification

September 2020 to Present

Allowed to view Criminal Records

Licensed Mental Health Counselor-NH

July 2025 to July 2027

Licensed Mental Health Counselor- MA

May 2019 to December 2025

License # 11283

BLS Certification

December 2022 to December 2024

CPR Certification

December 2022 to December 2024

LCMHC

Social Work License

LMHP

LMSW

First Aid Certification

Driver's License

Licensed Clinical Social Worker

LICSW

LSW