



Stanislaus County
now offers an employee
bonus worth up to
**\$10,000 or 21
additional days of
leave time!***

**See inside for details*

Assistant Director of Clinical Operations

Behavioral Health and Recovery Services

\$109,449 - 164,195 Annually

Apply by June 3, 2025

THE DEPARTMENT

Behavioral Health and Recovery Services is committed to behavioral health principles that are responsive to both mental health services and substance use disorders. Our scope of services includes, but is not limited to, inpatient and outpatient psychiatric services, substance use disorder services, behavioral education and prevention, and public guardian functions and advocacy. We offer these services throughout Stanislaus County at Behavioral Health and Recovery Services managed sites and partner with community agencies, as well as other County departments.

***Interested in learning more about Behavioral Health and
Recovery Services?***

Scan the QR code or visit <https://www.stancounty.com/bhrs/>



THE POSITION

Under the direction of the Behavioral Health Director and the Associate Director, the Assistant Director of Clinical Services will provide leadership in overseeing various Clinical System of Care and Support Services Divisions. The role entails system and program development, as well as high-level supervision and oversight of various System of Care Chiefs and managers.

We are seeking an individual who demonstrates strong leadership and team building skills, with an ability to promote creative and progressive performance among staff. As a member of the Department's Executive and Senior Leadership Team, the Assistant Director of Clinical Operations is expected to establish positive relationships with peers, work collaboratively to advance the organization's overarching goals of community integration and excellent customer service, while promoting the values of innovation, quality, and accountability in service delivery for the department.

THE TYPICAL TASKS

- Actively participate on the Behavioral Health and Recovery Services Executive Team, contributing to strategic planning, budgeting, implementation of department-wide initiatives, system of care development, and compliance with regulatory mandates;
- Directly supervise System of Care Chiefs and managers in the day-to-day operations of assigned divisions, including program budgeting, staffing, and performance monitoring;
- Assist in establishing departmental goals and ensure compliance with applicable laws, regulations, and policies;
- Assist with staff recruitment, performance evaluations, employee development, and disciplinary recommendations in coordination with Human Resources;
- Represent the department at Board of Supervisors meetings and participate in agenda development and presentations;
- Represent the department with Federal, State, and local agencies on funding, licensing, and programmatic matters;
- Participate in stakeholder engagement efforts, including interagency committees and the local Behavioral Health Advisory Board;
- Collaborate with County departments and external partners to resolve shared issues and support program development;
- Oversee quality improvement initiatives, customer satisfaction efforts, and implementation of clinical programs;
- Monitor and evaluate the performance of behavioral health services, including prevention, early intervention, supportive services, training, and treatment;
- Develop, negotiate, and oversee grants and contracts;
- Analyze and respond to legislation, interpreting its impact, and adjusting programs to meet new requirements;
- Collaborate with State regulatory staff to implement and ensure compliance, including participation in audits and inspections, to verify adherence to applicable standards;
- Analyze clinical and administrative operational challenges, develop and implement effective solutions;
- Motivate, coach, and support staff in achieving departmental goals;
- Lead efforts to address system and program level crisis and emergencies, and perform effectively under stressful conditions;
- Prepare and deliver clear and professional presentations to diverse audiences;
- Prepare specialized reports, including Board agenda items and responses to public or stakeholder inquiries;
- Contribute to the development and monitoring of the department's annual budget and quarterly updates;
- Develop policies and procedures in accordance with applicable regulations;
- Uphold and actively promote the vision, mission, and values of the department and the County; and
- Perform other duties as assigned.

MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Behavioral Health Treatment Systems
- Building Effective Teams
- Communication
- Conflict Management
- Contract Development
- Customer Orientation
- Effective Decision Making
- Performance Development and Coaching
- Ethics and Integrity
- Financial Resource and Budget Management
- Managing Vision and Purpose
- Behavioral Health Compliance
- Legislative and Regulatory Laws
- Strategic Management & Planning

EDUCATION & EXPERIENCE

- Possession of a graduate degree from an accredited college or university in Social Work, Psychology, Human Services Counseling, or a related field; AND
- Possess at least four (4) years recent, full-time experience, in a management capacity in a large public or private organization performing work as described in typical tasks.

OR

- A minimum of six (6) years of progressively responsible management experience in a related behavioral health field may be substituted for the educational requirement noted above, demonstrating equivalent knowledge, skills, and abilities gained through leadership roles with increasing responsibility and decision-making authority.

DESIRABLE QUALIFICATIONS

In addition to minimum qualifications, we will also focus on the desirable qualifications listed below. Please add any relevant experience to the “duties” section of your job application.

- Licensure, or be in the process of obtaining licensure (within 3-years) as a Clinical Social Worker, Marriage Family Therapist, or Professional Clinical Counselor.

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 525-7339 to make other arrangements. Failure to submit proof will result in disqualification.

Apply today to join our team & make a difference in Stanislaus County!



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000** or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



Cash Payout

Redo that kitchen or paydown debt.

It's all yours.



Leave Time

Take a little extra time off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable income and receive it later.

Why not?



**STANISLAUS
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Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 **BONUS CASH PAYMENT**

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 **BONUS LEAVE TIME**

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 **BONUS DEFERRED COMPENSATION CONTRIBUTION**

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$109,449 - \$164,195 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 2% base salary
- Accrual of two (2) weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year
- \$900 Professional development reimbursement
- 96 hours of sick leave annually
- Disability protection
- 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request.

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit stanjobs.org for details.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY JUNE 3, 2025.

Oral Examinations are tentatively scheduled for the week of June 10, 2025.

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.