



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

*\*See inside for details*

# Chief of Forensic System of Care (Manager IV)

Behavioral Health and Recovery Services

**\$102,460 - \$153,670 Annually**

Apply by September 26, 2025





# ABOUT THE DEPARTMENT

Behavioral Health and Recovery Services (BHRS) 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; 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. BHRS provides conservatorship for Adults and Older Adults after the Court has determined they meet criteria and it is appropriate for the Public Guardian to oversee their care. The Public Guardian oversees both LPS and Probate Conservatorships and they are responsible for ensuring all needs of the court appointed conservatees are met.

## THE POSITION

Under the direction of the Behavioral Health and Recovery Services Director and Stanislaus County's Public Guardian, the Chief of the Forensic System of Care will serve as part of the BHRS Senior Leadership Team. This position will oversee forensic programming, including the Office of the Public Guardian, providing treatment for individuals with serious behavioral health conditions involved in the justice system and individuals who are unable to care for themselves or their manage finances through court-ordered conservatorships. Additionally, the position involves complex administrative duties, including program planning, clinical oversight, quality improvement, reporting, and implementing Justice Involved (JI) programming and mandates. The position is not the appointed Public Guardian but is delegated management oversight of the Office of Public Guardian and reports to the appointed Public Guardian.

## THE IDEAL CANDIDATE

BHRS is seeking an individual with strong leadership and team building skills, an understanding of community development principles and ability to promote creativity and progressive performance in staff. You should have experience working with individuals with behavioral health disorders, particularly those under conservatorship and involved in the justice system. Strong leadership skills are essential, including experience supervising staff and managing program operations. You should also have in-depth knowledge of behavioral health programming and Department of Health Care Services (DHCS) standards for the Behavioral Health Plan. A high level of expertise and professionalism is required, along with a strong commitment to improving service quality and eliminating inequities and barriers to care for marginalized cultural and ethnic communities.



# OFFICE OF THE PUBLIC GUARDIAN

Office of the Public Guardian has three teams that perform the functions outlined below.

- Estate Management Office: The Estate Management Office (EMO) administers the estates for Stanislaus County conservatees, including submitting legally required court accountings of all financial transactions for review and approval.
- Conservatorship Investigations: Conservatorship Investigations (CI) investigates the need for conservatorships of individuals incapable of managing their own affairs.
- Public Guardian Care Coordination: The Care Coordination team provides all services related to the person on both LPS and Probate conserved individuals. Duties include, monitor the care being provided by contracted providers, coordinate appropriate placement, and working with the individual, family and providers, advocate for all needed medical, behavioral health and supportive services.

*To learn more about the Office of the Public Guardian,  
scan the QR code or click [here](#).*



## FORENSIC BEHAVIORAL HEALTH TREATMENT SERVICES

Forensic Behavioral Health Treatment Services include the provision of specialty Mental Health (MH) Services (SMHS) and Substance Use Disorder (SUD) services to adult (18 years of age and older) Stanislaus County residents who meet eligibility requirements and are involved in the legal system. The Forensic System of Care includes programs that provide:

- Assessment and Treatment Planning
- Case Management
- Individual and Group MH Services
- Mental Health Rehabilitation Services
- Mental Health/SUD Crisis Intervention
- Engagement Services
- Outpatient SUD Group Services
- Individual SUD Services
- SUD Care Coordination and Linkage

*To learn more about the Forensic System of Care,  
scan the QR code or click [here](#).*



# THE TYPICAL TASKS

- Plan, develop, and oversee a diverse system of behavioral health programs, ensuring adherence to clinical and administrative standards.
- Manage cross-system functions to assess and improve clinical practices, implement evidence-based interventions, and monitor treatment services and outcomes.
- Collaborate with leadership, contract service providers, and community partners to enhance program performance and service delivery.
- Ensure compliance with behavioral health treatment contracts, optimizing resources for effective service delivery.
- Implement system-wide strategic initiatives, including outcome monitoring, delegation, and timely execution.
- Review and develop policies for implementing legislation, regulations, and directives affecting behavioral health programs.
- Oversee quality management functions, focusing on equitable care and health equity for diverse and underserved populations.
- Manage access to care, particularly for justice-involved and culturally diverse communities.
- Supervise reporting functions, including data analysis, annual reports, and fiscal monitoring.
- Ensure service delivery meets or exceeds recognized and required standards, maintaining fiscal integrity through efficient resource utilization.
- Lead human resource activities for the Forensic System of Care.
- Assess community needs and develop strategies, partnerships, and resources to meet the broader behavioral health needs.
- Facilitate integration of initiatives like California Advancing and Innovating Medi-Cal (CalAIM) and Justice Involved mandates.
- Provide leadership and consultation in service delivery, performance, and community collaboration.
- Act as a liaison with community groups, boards, and state/local agencies to identify and develop service delivery opportunities.
- Enhance community capacity to support individuals with serious mental illness or substance use disorders through collaboration and partnerships.
- Promote a culture of continuous improvement, customer satisfaction, and quality assurance.
- Collaborate with the Behavioral Health Director and Executive Leadership team in planning and implementing department-wide activities.
- Support and advance the Department and County's vision, mission, and values.
- Perform other duties as assigned

*Interested in learning more about  
Behavioral Health and Recovery Services?  
Scan the QR code or click [here](#).*





## MINIMUM QUALIFICATIONS KNOWLEDGE/SKILLS/ABILITIES

- Demonstrated ability to translate organizational vision into actionable strategies.
- Progressive leadership skills, including motivating, coaching, and supporting staff.
- Experience leading cross-system initiatives and managing change in complex environments.
- Strong ability to build partnerships with community organizations, government agencies, and advocacy groups.
- Expertise in community capacity building to enhance behavioral health services.
- Ability to facilitate consumer and family engagement at both policy and service levels.
- Expertise in applying cultural competency principles at both organizational and service delivery levels.
- Commitment to eliminating disparities and ensuring equitable access to care for diverse communities.
- Knowledge of behavioral health challenges specific to marginalized and justice-involved populations.
- In-depth understanding of legislation, regulations, and policies impacting behavioral health services.
- Experience preparing and managing federal and state grant applications.
- Knowledge of public sector managed care principles and funding mechanisms.
- Expertise in managing large-scale provider contracts and leveraging multiple funding sources.
- Ability to analyze financial data, monitor expenditures, and ensure fiscal accountability.
- Strong skills in data-driven decision-making, including program evaluation and performance measurement.
- Experience in quality improvement methodologies to enhance service delivery.
- Knowledge of evidence-based behavioral health and prevention strategies.
- Excellent written and verbal communication skills, including the ability to present to large groups.
- Strong conflict resolution skills, with the ability to mediate and mentor effectively.
- Ability to prepare clear and compelling reports, narratives, and data presentations.

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



*Scan the QR code to learn more about  
Stanislaus County, or visit  
[www.stancounty.com](http://www.stancounty.com)*

# EDUCATION & EXPERIENCE

- Possession of a bachelor's degree from an accredited college or university in Social Work, Psychology, Public Administration, Public Health, or a related field; AND
- Four (4) years of progressively responsible management experience within a behavioral health organization, performing program leadership and operations, including duties such as systems integration, policy implementation, quality and compliance oversight, stakeholder/community collaboration, and advancing equitable access to care

*Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 525-7339 or email [recruitments@stanbhrs.org](mailto:recruitments@stanbhrs.org) to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing date deadline will result in disqualification.*

## DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, we may also focus on the desirable qualifications listed below. Please add any relevant experience to the "Duties" section of the online application and attach a copy of the licensure.

- Master's degree from an accredited college or university in Social Work, Psychology, Counseling, Public Administration, Public Health, or a related field; OR
- Licensure with the California Board of Behavioral Sciences as a Clinical Social Worker, Marriage Family Therapist, or Professional Clinical Counselor



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Click the underlined text to be directed to the links!





**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 NEW 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  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



**clubwellness**  
myclubwellness.org



# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, 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



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- 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, 2026, are eligible to receive future payments in accordance with their new hire date.



## COMPENSATION & BENEFITS:

**\$102,460-\$153,670 Annually**

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

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- Accrual of 2-weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- Moving allowance recruited from out-of-County
- Disability protection
- 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](http://stanjobs.org) for more information.

### **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: September 26, 2025**

### **Oral Examinations are tentatively scheduled for the week of October 13, 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.