



THE COUNTY OF STANISLAUS

BEHAVIORAL HEALTH AND RECOVERY SERVICES



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 CRISIS, ACCESS, AND MEDICATION SERVICES
MANAGER IV

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

Please apply by October 14, 2025

ABOUT THE DEPARTMENT

Under the direction of the BHRS Director team and as a member of the BHRS Senior Leadership Team, the Manager IV, Chief of Crisis, Access and Medication Services (CAMS) provides administrative and programmatic oversight of all aspects of program operations and administrative duties, of a large and complex portfolio. In addition, the Chief has responsibility for community development, outreach and engagement activities related to all aspect of crisis services, access, and medication services to both adult/older adult and Children/youth. This position has responsibility and oversight for the implementation of the department's on-going Strategic Plan, ensuring that all programs and services response align with BHRS' vision, mission, and the Core Treatment Model.

The Crisis, Access and Medication Services division is an advanced integrated behavioral health division that serves both adult/older and Children/youth who struggle with serious and complex behavioral health challenges. BHRS services are rooted in a strong focus on integration of recovery principles and community-based outreach and engagement, including consumer, family and community involvement.



*Interested in learning more about the Behavioral Health and Recovery Services Department?
Scan the QR code or visit <https://www.stancounty.com/bhrs/>*

THE POSITION

We are 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. As a vital member of the BHRS Senior Leadership Team, the Chief of Crisis, Access and Medication Services will play a pivotal role in cultivating positive relationships with peers, collaborating to advance the organization's overarching goals of community integration and excellent customer service. Additionally, the incumbent will champion and promote the organization's values of innovation, quality and accountability in service delivery. The role demands the capacity to forge collaborative tides with diverse communities in Stanislaus County. This involves actively engaging BHRS with the community, reaching to underserved populations, leveraging and developing creative programming that enhance the community's ability to support individuals living with serious and mental illness and substance use disorders, while acknowledging client-identified family relationships. The ideal candidate should possess a clear understanding of the principles of recovery and the Core Treatment Model, demonstrating unwavering commitment to their effective implementation.

TYPICAL TASKS

- Plan, organize and direct a diverse system of behavioral health programs and crisis services
- Oversight of all aspect of crisis services, including mobile crisis programs, behavioral health access line and medication services
- Facilitate the integration of changes, resulting from the implementation of California Advancing and Innovating of Medi-Cal (CalAIM)
- Collaborate with diverse community groups and law enforcement to identify and develop service delivery opportunities
- Enhance community capacity to support individuals living with serious behavioral health conditions by leveraging opportunities for collaboration and partnerships
- Ensure service delivery meets or exceeds required standards and in compliance with both the Mental Health Plan (MHS) and Drug Medi-Cal Organized Delivery System (DMC-ODS)
- Ensure programs maintain fiscal integrity through efficient use of resources
- Provide leadership and consultation to staff in service delivery, performance, and community collaboration and development
- Implement quality assurance and customer satisfaction activities
- Monitor program outcomes and take responsive actions
- Lead human resource activities for the Crisis, Access and Medication Services team/staff, including recruitment, retention and management of performance management
- Assumes liaison or leadership roles with various community groups, law enforcement, boards, and relevant state and local agencies
- Collaborates with the Behavioral Health Director and other Leadership staff in planning and implementing of Department-wide program activities
- Actively support Department and County vision, mission and values
- Ensure performance outcomes for programs under the Crisis, Access and Medication Services
- Experience overseeing services at the intersection of crisis response, access to care, and medication management
- Familiarity with behavioral health systems of care, including emergency/crisis response teams, mobile crisis, and medication-assisted treatment (MAT)
- Demonstrated ability to lead interdisciplinary teams and work collaboratively across systems including healthcare, criminal justice, and social services

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



MINIMUM QUALIFICATIONS KNOWLEDGE

- Customer and Personal Service - Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards personal services. This includes customer needs assessment, meeting quality standards
- Clinic Operations - Knowledge of clinic workflow and quality improvement efforts in a healthcare setting
- Diversity, Equity & Inclusion - Basic understanding of social determinants, health disparities, health, and racial equity
- Education and Training - Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects
- Fiscal Administration and Management - Budget planning and Public sector Financial Management
- Management & Leadership - Knowledge of effective leadership, direction and supervision. Principles of people management training, coaching, mentoring, and performance evaluations including quality performance management and results-based accountability
- Law and Government - Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process
- Public Health Services - Principles and practices of public health including organization, management, and staffing
- Project Management - Knowledge of principals and practices for Project Management and techniques of assessing workflow output
- Sociology and Anthropology - Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures, and their history and origins.

SKILLS / ABILITIES

- Active Learning - Understanding the implications of new information for both current and future problem-solving and decision-making
- Complex Problem Solving - Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions
- Knowledge of Federal, State, and local laws
- Judgment and Decision Making - Considering the relative costs and benefits of potential actions to choose the most appropriate one
- Learning Strategies - Selecting and using training /instructional methods and procedures appropriate for the situation when learning or teaching new things
- Management of personnel resources - Motivating developing, and directing people as they work, identifying the best people for the job
- Monitoring - Monitoring / Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action
- Negotiation - Bringing others together and trying to reconcile differences
- Presentation - Creating and presenting to large audiences
- Service Orientation - Actively looking for ways to help people
- Strategic Planning - Establish goals and objectives, participate in strategic planning and outcome measurement
- Systems Evaluation - Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system
- Systems Analysis - Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes
- Time Management - Manage tasks appropriately to accommodate multiple deadlines.



EDUCATION & EXPERIENCE

PATTERN I

- Possession of a master's degree from an accredited college or university in Social Work, Psychology, Counseling, Marriage & Family Therapy, or a closely related field, registered with the BBS, licensed eligible; and fully licensed within 3 years; AND
- Two (2) years of progressively responsible management experience within a behavioral health, public health or crisis services field performing duties such as crisis services oversight, policy implementation, community/stakeholder collaboration, and compliance oversight of the Mental Health Plan (MHS) and Drug Medi-Cal Organized Delivery System (DMC-ODS)

PATTERN II

- Possession of a bachelor's degree from an accredited college or university in Nursing (BSN); AND
- Possession of a valid and active Registered Nurse license type through the California Board of Registered Nursing;
- Four (4) years of progressively responsible management experience within a behavioral health, public health or crisis services field performing duties such as crisis services oversight, policy implementation, community/stakeholder collaboration, and compliance oversight of the Mental Health Plan (MHS) and Drug Medi-Cal Organized Delivery System (DMC-ODS)

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@stanbhhs.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.

- Possession of a master's degree from an accredited college or university in Addiction Counseling, Public Administration, Public Health or a closely related field;
OR
- Possession of a doctoral degree in a related discipline such as (e.g., MSW, MPA, MPH, MSN, PsyD, PhD in Clinical Psychology etc.);
OR
- Possession of a valid and active license in a relevant clinical field, including but not limited to:
 - Licensed Clinical Social Worker (LCSW); OR
 - Licensed Marriage and Family Therapist (LMFT); OR
 - Licensed Professional Clinical Counselor (LPCC)
- Possession of certification as a SUD counselor with one of the certifying organizations approved by the Department of Health Care Services (DHCS)
 - LAADC, CADC



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.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$102,460 - \$153,670 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County Managers 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
- 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! Visit 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 considered "at will" for labor relations purposes. The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website

<http://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>

APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY October 14, 2025

Oral Examinations are tentatively scheduled for the week of October 20, 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.