



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

**See inside for details*

Outcomes and Evaluations Staff Services Analyst

Behavioral Health & Recovery Services

\$70,220 - \$85,342 Annually

Apply by December 12th, 2025 or after 100 applications received.



ABOUT THE POSITION

The Staff Services Analysts in the department will play a critical role in delivering advanced technical, analytical, and interpersonal support, particularly in relation to data-driven initiatives under the Behavioral Health Services Act (BHSA). The Behavioral Health Services Act and Outcomes and Evaluations Divisions' Staff Services Analyst will lead efforts to establish outcome frameworks, conduct in-depth trend and gap analyses, and produce detailed reports that inform policy and funding decisions. This includes coordinating complex reporting processes required by regulatory mandates, synthesizing quantitative findings, and ensuring data integrity and accessibility. Additional responsibilities may include interdepartmental collaboration to align reporting protocols and performing other high-level analytical tasks as needed.



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 & Recovery services managed sites and partner with community agencies, as well as other County departments.

Interested in learning more about
Behavioral Health & Recovery Services,
scan the QR code or visit <https://www.stancounty.com/bhrs/>





THE TYPICAL TASKS

- Interpret federal, state and local laws, regulations and policies to ensure compliance in outcomes measures;
- Evaluate effectiveness through performance measure development and monitoring activities, and recommend modifications;
- Research and analyze various issues related to program data and outcomes;
- Provide technical assistance related to outcomes and Results Based Accountability to program staff;
- Train staff on meaning and usage of data, reports, and dashboards from end user perspective;
- Analyze business process requirements and coordinate with information technology staff and/or consultants to develop automated solutions;
- Assist in organizing data workflow processes;
- Work with data from multiple sources (e.g., the Electronic Health Record, Microsoft Access databases and/or Excel spreadsheets) and produce various reports;
- Develop, present, and display information effectively using various methods;
- Use mathematical, writing, statistical analysis, and interpretation skills in process improvement committees;
- Compile, maintain, and analyze data; identify trends, and make recommendations involving the formulation of organizational changes;
- Conduct surveys and perform research and statistical analyses on services and/or programmatic problems;
- Provide consultation and recommend solutions regarding research findings, organizational improvement initiatives and related issues concerning departmental effectiveness and goal attainment;
- Schedule meetings, record detailed notes and minutes, and follow up on action items related to data and outcomes.
- Set priorities and meet multiple, overlapping deadlines;
- Communicating with audited / reviewed trainings regarding the outcomes of the audits/reviews;
- Communicating with the governing bodies related to the training plans;
- Tracking and trending of the findings from the external systems of cares audits and reviews;
- Communicate finding trends verbally and in writing and assist in identifying training topics to improve outcomes based on these trends.
- Utilize internal auditing and monitoring procedures to identify that BHRS and its contractors are operating within federal, state, and departmental rules / regulations;
- Follow up on training actions to ensure they are completed and reported to the appropriate governing body;
- Reports out to appropriate governing bodies any suspected or actual reports of fraud, waste, and abuse, and privacy breaches;
- Conduct data analysis to remove errors and inconsistencies, ensuring data quality, and draft reports to explain findings to stakeholders;
- Develop and track key performance indicators (KPIs) to evaluate the effectiveness of BHSA-funded programs;
- Identifying service gaps, disparities in access, and emerging behavioral health trends through statistical analysis;
- Prepare comprehensive writing materials including outlines, research, guidelines, and supporting documents;
- Develop and deliver clear and visually engaging presentations that effectively convey key messages; and
- Other duties as assigned

MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Data collection methods;
- Research and analysis techniques;
- Statistical concepts and methods;
- Commonly used data and outcome terminology;
- Familiarity with Results Based Accountability;
- Basic training techniques and methods (e.g., lecture, group exercises, handouts, quizzes);
- Multicultural skills, knowledge & experience; and
- Demonstrate proficiency in using Grammar, punctuation, spelling, and effectively communicate in writing.
- SKILLS/ABILITIES
- Methods and techniques involved in conducting analytical studies of administrative and management practices, methods, and procedures;
- Demonstrate proficiency in preparing, interpreting, and explaining various forms of reports, charts, and graphs;
- Demonstrate intermediate/advanced proficiency in developing and modifying Microsoft Excel spreadsheets and proficiency with Microsoft Word documents, Microsoft Access databases, and Microsoft PowerPoint;
- Demonstrate excellent oral and written communication skills;
- Learn and use new software programs;
- Demonstrate attention to detail;
- Make oral presentations in one-on-one meetings and training session situations;
- Effectively communicate complex technical concepts to a non-technical audience;
- Establish and maintain cooperative working relationships;
- Maintain accurate records;
- Effectively motivate others to follow-up on data and outcome-related tasks, issues and problems;
- Work independently and as a team member;
- Demonstrate effective time management skills to meet multiple deadlines simultaneously;

EDUCATION & EXPERIENCE

- Completion of thirty (30) college semester units in Public Administration, Business Administration, Economics, or a closely related field; AND
- One (1) year of journey-level experience interpreting regulations, analyzing program data, developing performance measures, and preparing findings or recommendations.

AND ONE OF THE FOLLOWING:

- One (1) year experience using data visualization tools (such as Tableau or Power BI) to analyze and communicate data trends, including hands-on experience with data cleaning, validation, and transformation using Excel, Access, or similar tools;

OR

- One (1) year of experience in the planning, implementation, or evaluation of programs related to the Mental Health Services Act (MHSA), Behavioral Health Services Act (BHSA), or similar behavioral health initiatives, including demonstrated knowledge of state and federal behavioral health regulations such as Medi-Cal and the Drug Medi-Cal Organized Delivery System (DMC-ODS)

Proof of education may be required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209)525-6341 or email jobhelp@stancounty.com to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline may result in disqualification.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- One (1) year experience working with Microsoft Excel; OR
- One (1) year experience working for, or with, a community-based health or Human Services organization.

QUICK GUIDE TO APPLYING



APPLICATION PROCESS



Find the
Right Job



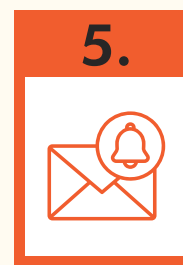
Update Your
Application



Submit Your
Application



Wait for
Processing



Receive Notice of
Application Status

APPLICATION BEST PRACTICES

BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

DESIRABLE QUALIFICATIONS MATTER

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

COMMON MISTAKES TO AVOID

WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

OUTDATED OR MISSING REFERENCES

Providing old contact info or leaving references blank. **Include current, reachable contact information for all references.**

INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences. **Keep your application clear, concise, and focused on relevant qualifications.**

ASSUMING COMPUTERS SCREEN APPLICATIONS

Thinking a computer or automated system will select qualified candidates. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



**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

Approximate Annual Base Salary:

\$70,220 - \$85,342 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for Confidential County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- Two weeks annual vacation accrued during first year of employment
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

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 Classified Service of the County and is assigned to the Mid-Management / Supervisory bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months. Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

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 at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

APPLICATION PROCEDURES/FINAL FILING DATE: Apply by December 12th, 2025 or after 100 applications received.

Written Examinations are tentatively scheduled for the week of December 15th, 2025

Note: The eligible list generated from this recruitment may be used to fill future extra-help, part-time and full-time vacancies throughout Stanislaus County.

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.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

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.