



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

**See inside for details*

Behavioral Health Specialist I/II (Substance Use Disorder)

Behavioral Health and Recovery Services

\$54,870 - \$76,252 Annually

This is a continuous recruitment. We encourage you to apply immediately as this recruitment may close at any time



Take Your Place.

ABOUT THE DEPARTMENT

Behavioral Health and Recovery Services is committed to behavioral health principles that are responsive to 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.

THE POSITION

Stanislaus County Behavioral Health and Recovery Services is seeking qualified candidates for the position of Behavioral Health Specialist I/II. The entry-level position performs under supervision while the experienced, journey-level position performs with much greater independence. Applicants who have lived experience as a consumer of Behavioral Health & Recovery Services or a family member of a loved one who is/was a consumer of Behavioral Health & Recovery Services are encouraged to apply.

This position provides a variety of para-professional counseling services to clients, recommends appropriate referrals, maintains community liaisons to ensure adequate services are made available to clients, provides facilitation for a variety of client- focused specialty groups, and as part of the treatment team, establishes and implements treatment plans. Behavioral Health Specialists work under supervision and may be assigned to regional teams, residential or inpatient facilities and various outpatient programs. Performs field visits to those under care and supervises subordinates.

This recruitment will serve to fill multiple full-time and part-time recruitments within Behavioral Health & Recovery Services.

*To learn more about the
Behavioral Health and Recovery Services
department, scan the QR code*



SPECIALIZATIONS

Candidates in the Behavioral Health Specialist (BHS) classification may be appointed to specialize in the Substance Use Disorder (SUD) area. These positions support the community in SUD prevention services and supportive services.

Behavioral Health Specialists may be assigned to residential facilities, regional teams, various outpatient programs and community-based prevention programs. This role may perform field visits to those under care, may supervise subordinates, and perform related duties as assigned.

State of California - Health and Human Services Agency, California Code of Regulations requires:

- All non-licensed and non-certified individuals providing counseling in a substance use disorder (SUD) program licensed and/or certified by the Department of Health Care Services (DHCS) shall be registered to obtain certification as a SUD counselor with one of the certifying organizations currently approved by DHCS.

*Stanislaus County Behavioral Health and Recovery
Services works together to create a more **inclusive future!***

*Scan the QR code to see our video celebrating
Cultural Diversity and Inclusion week with BHRS staff.*



THE TYPICAL TASKS

- Provide a variety of highly skilled mental health, SUD and supportive services to a varied caseload of members.
- Provide a variety of highly skilled alcohol/drug services to a varied caseload of clients;
- Interview clients to screen/access their alcohol/drug use to determine their service needs;
- Interview clients to screen, and determine their service needs, including evaluating risk factors;
- Participate in diagnostic and evaluative staff conferences for cooperative planning and treatment;
- According to department standards and policies, prepare daily records, summarize progress of treatment for clients and keep these records current;
- Consult with other agencies, law enforcement and community service providers to exchange applicable information, identify services, and discuss referrals;
- Speak to public and/or agency groups, to provide education that reduces stigma;
- Act as a lead-worker or directs the work of others and offers training when needed;
- Advocate for and assist clients in accessing and receiving services;
- Accompany clients in court, and/or transport clients in County vehicles;
- Provide case coordination and treatment planning and evaluation;
- Meet regularly with clients and coach them in developing age-appropriate social skills;
- Assist in establishing clients' eligibility for Medi-Cal or other benefits and advocates for continuation of benefits;
- Facilitate the admission/discharge of clients to the County's acute psychiatric hospital or alcohol and drug residential program, when necessary; and
- Interact productively within a multidisciplinary team to provide holistic case management services.

*For the full job description,
including **minimum qualifications**,
scan the QR Codes:*

BHS I

SUD



BHS II

SUD



EDUCATION & EXPERIENCE

BEHAVIORAL HEALTH SPECIALIST I

PATTERN I

- Fifteen (15) units of college credit* in a related field; AND
- Four (4) year's experience in crisis intervention, group/family/individual counseling or in a psychiatric inpatient setting or drug/alcohol treatment and recovery program.

PATTERN II

- LVN or Psychiatric Technician license or 30 units of college credit* in a related field; AND
- Three (3) years experience in crisis intervention, group/family/individual counseling, or a psychiatric inpatient setting or drug/alcohol treatment and recovery program.

PATTERN III

- Bachelors of Arts degree in a related field; AND
- Two (2) years responsible experience in crisis intervention, group/family/individual counseling, or a psychiatric inpatient setting or drug/alcohol treatment and recovery program.

PATTERN IV

- Master's degree in a related field such as Counseling, Psychology or Social Work.

*California Association of Alcoholism and Drug Abuse Counselors (CAADAC) and/or National Association of Alcoholism and Drug Abuse Counselors (NAADAC) hours can be considered in meeting this educational requirement.

BEHAVIORAL HEALTH SPECIALIST II

IN ADDITION TO THE ABOVE PATTERNS

- One (1) year of experience as a Behavioral Health Specialist I, or the equivalent, in order to qualify for the Behavioral Health Specialist II level; AND
- BLS CPR for Healthcare Providers.

Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof of education must call (209) 525-7339 to make other arrangements before 5:00 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, applicant screening will focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- Substance Use Disorder registration and/or certification with one of the certifying organizations that meets the Department of Health Care Services (DHCS) regulations

OR

- One (1) year of relevant work experience related to Substance Use Disorder services as defined in the tasks above.

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!**

HIGHLIGHT DESIRABLE QUALIFICATIONS

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

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

INCLUDING TOO MUCH OR UNRELATED INFO

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

ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **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.



STANISLAUS
COUNTY HUMAN
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Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$54,870-\$76,252 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
- Two weeks annual vacation upon entering County service
- 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

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 Classified Service of the County and is assigned to the Community and Health Services 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).

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: This is a continuous recruitment but may close at any time

Oral Examinations are tentatively scheduled on a continuous basis.

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.