



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*

Crisis, Access, and Medication Services Manager
(Manager III)

\$90,604-\$135,907 Annually

Apply by February 17, 2026

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.

The ideal candidate is a person who has experience working with individuals with behavioral health disorders, as well as substance use disorders, and understands the system in which we provide services by understanding the population we serve, and how to interact with the clients. This person should have the level of expertise and professionalism that leads and focuses on improving the quality of services and eliminating inequities and barriers to care for marginalized cultural and ethnic communities.



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

THE POSITION

The Crisis, Access, and Medication Services [CAMs] Division is an advanced, integrated behavioral health division that serves both adults and children who struggle with serious and complex behavioral health challenges. Our services are rooted in a strong focus on integration of recovery principles and community based outreach and engagement, including consumer and family involvement. An ideal candidate would possess a clear understanding of the principles of recovery, integrated services, and the Core Treatment Model.

Under the direction of the Chief of CAMs, the CAMs managers are responsible for the overall operation of the CAMs division, providing administrative and clinical oversight of all aspects of program operations and administrative duties. Additionally, the managers oversee the work of the interdisciplinary team which includes prescribers, nurses, and administrative staff (in coordination, per scope of practice, with the Medical Director).

TYPICAL TASKS

- Lead and manage multidisciplinary teams, ensuring alignment with the mission and goals of Behavioral Health and Recovery Services (BHRS).
- Represent the Chief of Crisis, Access, and Medication Services in their absence.
- Oversee crisis continuum, access, and medication programs, providing clinical decision-making for urgent needs.
- Supervise and mentor staff to ensure high-quality performance and professional growth.
- Ensure compliance with laws and regulations, including Lanterman-Petris-Short (LPS) laws, Medi-Cal, and Drug Medi-Cal Organized Delivery System (DMC-ODS) requirements.
- Develop quality assurance processes for maintaining documentation standards in the electronic health record (EHR).
- Monitor contractor performance to ensure compliance and alignment with service delivery expectations.
- Reduce barriers to care, ensuring equitable access for diverse populations through person-centered and trauma-informed approaches.
- Coordinate follow-up care, including post-crisis services and medication linkages.
- Implement process improvements to enhance staff productivity and resource deployment.
- Lead program development initiatives, including new service implementation and enhancements.
- Collaborate across departments and with community partners to ensure seamless care delivery.
- Monitor budgets and expenditures, recommending cost-effective resource allocations.
- Develop and implement staff training plans to ensure ongoing education and cultural competency.
- Represent BHRS in statewide meetings and partnerships, delivering presentations on program initiatives.
- Facilitate site licensing, certification, and accreditation compliance.
- Oversee reporting functions, including detailed data analysis and visual presentations.
- Continuously evaluate program performance and implement improvements to enhance outcomes.
- Oversee safety protocols, risk management, and regulatory compliance in facilities.
- Collaborate with leadership to set strategic goals and long-term plans for crisis and medication programs.

We've got you covered...

*Take a peek into our **total compensation** offerings!*



2025 Insurance Rates for Full-Time Employees



2025 Benefit Summary



\$900 Annual Professional Development



Up to \$5,000 in Moving Allowance



Click the underlined text to be directed to the links!

KNOWLEDGE

- Strategic planning, project management, and cross-departmental collaboration to support system-wide goals.
- Knowledge of human resources processes, including recruitment, onboarding, training, performance evaluations, and addressing workforce needs.
- Substance Use Disorder, Mental Health and Integrated treatment models, and evidence - based practices
- Administrative and office procedures such as Microsoft office, designing forms, slide decks presentations and workflows.
- Deep understanding of health equity, social determinants of health, and cultural humility in service delivery.
- Knowledge of clinical workflows and quality improvement efforts in a healthcare setting.
- Familiarity with crisis intervention strategies, risk management practices, and safety protocols for high-acuity settings.
- DEI, cultural humility, belongingness and equity
- Budget planning and financial management.
- Effective leadership, direction and supervision.
- Principles of people management training, coaching, mentoring, and performance evaluations including quality performance management and results-based accountability.
- Knowledge of state and federal behavioral health regulations, including Medi-Cal, DMC-ODS, MHP, and LPS laws
- Principles and practices of public health including organization, management, and staffing.
- Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures, and their history and origins.
- Understanding of clinical workflows for medication clinics, including prescribing, monitoring, and ensuring continuity of care.

SKILLS/ABILITIES

- Active listening
- Building partnerships
- Communicate effectively
- Complex problem solving
- Coordination
- Critical thinking
- Federal, state and local laws
- Instructing / Training
- Interpersonal skills
- Judgement and decision making
- Learning strategies
- Management of personnel resources
- Monitoring
- Negotiation
- Presentation
- Reading comprehension
- Service orientation
- Social perceptiveness
- Strategic planning
- Systems analysis
- Systems evaluation
- Time management
- Writing / Speaking

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



EDUCATION & EXPERIENCE

PATTERN I:

- Graduation from an accredited four-year college or university with a bachelor's degree in Nursing or Chemical Dependency; AND
- A minimum of three (3) years of progressive experience in a large public, non-profit or private human services organization, ideally in integrated services or crisis care.

AND ONE OF THE FOLLOWING

- Licensure as a Registered Nurse (RN): OR
- Substance Use Disorder (SUD) certification (e.g., LADACC, CADC); OR
- 40 semester units in SUD education based on SAMHSA's TAP 21 Addiction Counseling core competencies

AND ONE OF THE FOLLOWING

- A minimum of three (3) years of experience in supervision, practice management, integrated services (particularly in crisis services), medication management, or behavioral health care (SUD, MH, Co-occurring programming); OR
- A minimum of two (2) years of management or program coordination experience in SUD services, practice management, or integrated crisis care services.

PATTERN II:

- Master's degree in Nursing, Chemical Dependency, Psychology or closely related field; AND
- at least one (1) year of management experience in SUD services, practice management, or integrated crisis care services.

AND ONE OF THE FOLLOWING

- Licensure as a Clinical Psychologist, Clinical Social Worker (LCSW), Licensed Marriage and Family Therapist (LMFT), Licensed Professional Clinical Counselor (LPCC), LADAC, with at least one (1) year of management or program coordination experience in behavioral health services, crisis care, medication services, or integrated care programs; OR
- Licensure as a Registered Nurse (RN) with at least one (1) year of management or program coordination experience in Behavioral Health Services, Crisis Care, Medication Services or Integrated Care Programs; or Substance Use Disorder (SUD) certification (e.g., LADACC, CADC) or 40 semester units in SUD education

Proof of education (transcripts) 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.

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.

- Possess at least five (5) years of experience as a registered nurse in behavioral health
- Possess at least five (5) years of experience working in crisis response as an associate or licensed clinician
- Possess at least (5) years of experience working in Substance Use Disorder continuum

QUICK GUIDE TO APPLYING

APPLICATION PROCESS



1.
Find the
Right Job



2.
Update Your
Application



3.
Submit Your
Application



4.
Wait for
Processing



5.
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?

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:
\$90,604-\$135,907 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
- Upon entering County service, accrual of two-weeks annual vacation
- 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

*Department Head discretion

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 DATE FEBRUARY 17, 2026

Oral Examinations are tentatively scheduled for the week of March 2, 2026

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.