



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

**Supportive Services Division, Chief
 (Manager IV)**

Behavioral Health & Recovery Services

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

Apply by March 5, 2026 at 5pm

ABOUT THE DEPARTMENT

Behavioral Health and Recovery Services is committed to behavioral health principles that are responsive to both mental health services and substance use disorder services. 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.

WHY YOU SHOULD WORK HERE

- You **champion member and family voices**, ensuring lived experience shapes behavioral health policy, programs, and outcomes.
- You're **driven to improve lives** through systems-level behavioral health work, strengthening access to housing, employment, peer support, and recovery-focused services.
- You **lead with purpose and compassion**, building partnerships across programs, community organizations, and leadership to create meaningful, lasting change for members and families.



ABOUT THE POSITION

Under the direction of the Executive Leadership team, the Supportive Services Division Chief provides strategic, administrative, and programmatic leadership for key supportive services across Behavioral Health and Recovery Services (BHRS). This role plays a critical part in advancing the department's mission by overseeing services that promote recovery, stability, and meaningful engagement for members and families.

As a core component of the Behavioral Health Services Act (BHSA) administrative infrastructure, the Division Chief is responsible for oversight and monitoring of all contracts within the Supportive Services Division, including housing development, employment services, and related supportive programs. The position ensures services are delivered effectively, equitably, and in alignment with BHSA requirements and departmental goals.

The portfolio also includes direct supervision of Patients' Rights, the Peer Support Services portfolio, BHSA-funded Member and Family Advocacy services, and BHSA-eligible housing support sites. It encompasses the development, implementation, and oversight of member and family involvement across BHRS planning and service delivery, ensuring that lived experience informs policy, program design, and system improvement efforts throughout the department.

THE TYPICAL TASKS

- Provide leadership and consultation to staff in the area of member and family involvement regarding service delivery and performance;
- Ensure representation of member and family perspective to the Senior Leadership Team in all policy-level discussions;
- Collaborate with programs in-house, the children's system of care and our contract programs regarding Parent Partners and Family Advocacy;
- Collaborate with programs in-house, the adult system of care and our contract programs regarding Peer, Housing and Employment support and Family Advocacy
- Ensure member and family input and participation in development, implementation, evaluation, and monitoring of service outcome measures;
- Develop guidelines and policy for member and family member involvement in activities related to quality management, program outcome evaluation, and Behavioral Health Services Act (BHSA) monitoring and management;
- Oversee BHRS' housing continuum including, supported housing, permanent supported housing and independent housing situations;
- Oversight of Department Certification for Peer Support Services
- Oversee employment services, including collaborating with the Department of Rehabilitation;
- Maintain a Member Steering Committee;
- Act as a liaison between BHRS and member and family groups/organizations such as National Alliance for the Mentally Ill (NAMI),
- Assume leadership roles with various community groups and boards and relevant state/local agencies;
- Responsible for overseeing the management of all aspects and tasks related to planning and implementation of the various housing plans and contract services;
- Accountable for ongoing key processes including attendance at local and statewide stakeholder meetings, housing planning meetings, participation in regional meetings and statewide training;
- Provide leadership in the expansion and maintenance of significant outreach and collaboration to continue to engage diverse members, family members, community stakeholders in planning, implementing and accessing housing resources and housing plans;
- Develop long term housing resources for BHRS members;
- Manage the BHSA funded member and family advocacy team;
- and
- Ensure member/family and diverse populations input and participation in planning, developing and accessing BHRS housing resources.

Take Your Place... at the BHRS!



MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Team Leadership
- Staff Coaching
- Delegation
- Conflict Resolution
- Strategic Planning
- Decision Making
- Change Management
- Behavioral Health Processes
- Program Development
- Cultural Competence
- Quality Improvement
- Training Delivery
- Contract Management
- Housing Services
- Written & Oral Communication
- Public Speaking
- Meeting Facilitation
- Report Preparation
- BHTA Components
- Funding & Grants
- Managed Care
- Employment Services
- Housing Programs
- Policy & Regulations
- Multicultural Practices
- Microsoft Office

EDUCATION & EXPERIENCE

- Graduation from an accredited four-year college or university with a major coursework in Social Work/Counseling, Nursing, Public or Business Administration, or a related field.

AND / OR

- Four (4) years progressively responsible management experience in a large public or private human services organization overseeing program development focused in Mental Health, Substance Abuse or in a related area.

*Progressively responsible experience in a related field may be substituted for the required education on a year-for-year basis

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209)525-6341 to make other arrangements. Failure to submit proof will result in disqualification.

For more information on BHRS, scan the QR code or visit:

www.stancounty.com/bhrs/



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.

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 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.

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: March 5, 2026, at 5pm

Oral Examinations are tentatively scheduled for the week of March 9, 2026

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.