

Behavioral Health Medical Director

Behavioral Health & Recovery Services



Accepting applications until filled

Working under the direction of the Behavioral Health Director at Behavioral Health and Recovery Services (BHRS), and as a member of the Senior Leadership Team, the Behavioral Health Medical Director has a key role in ensuring BHRS' mission, goals and values are supported and facilitated by all Department staff.

The Behavioral Health Medical Director is a key member in transforming BHRS and contracted providers into an innovative behavioral health care system; promoting quality care and accessible services in an efficient, client centered, culturally competent and caring manner. In addition, this position is responsible for overall client psychiatric services within BHRS' service sites; management of medical staff; and department-wide coordination and facilitation of behavioral health care review, service delivery process and the development of the behavioral health care plan. The individual will oversee and facilitate assurance that medical program goals and measures are met.

The Behavioral Health Medical Director will also provide strategic direction and innovative problem solving capability for the BHRS Behavioral Health Director, Senior Leadership Team, Chief Executive Officer, Behavioral Health Board, wider community of behavioral health professionals, consumers/clients and involved families. Lastly, the Behavioral Health Medical Director will be an advocate for the Institute of Medicine's goal of quality care that is "effective, efficient, safe, timely, patient centered, and equitable."



About the Community

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains and California's Central Coast. With an estimated 538,388 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California's major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the west coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils and progressive farming practices.

The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries. The County is also home to Stanislaus State University, Modesto Junior College and benefits from satellite locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 38 degrees Fahrenheit in the winter to an average high of 85 degrees in the summer. Temperatures move up into the 90s during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

About the Department

The Behavioral Health and Recovery Services (BHRS) department provides integrated mental health services to adults and older adults with a serious mental illness and to children and youth with a serious emotional disturbance. BHRS also provides outpatient, residential alcohol/drug treatment and prevention services, as well as serves as Stanislaus County's Public Guardian. Our department services are provided in community based locations throughout the county and include 80 County administered programs. We provide these services through a system of both community based and County operated services. BHRS has a strong emphasis on partnering with consumers and families on providing culturally competent services and operates on a belief that individuals can and do recover from mental illness, alcohol and/or drug addiction.

In partnership with our community, BHRS' mission is to provide and manage effective prevention and behavioral health services that promote the community's capacity to achieve wellness, resilience and recovery outcomes.

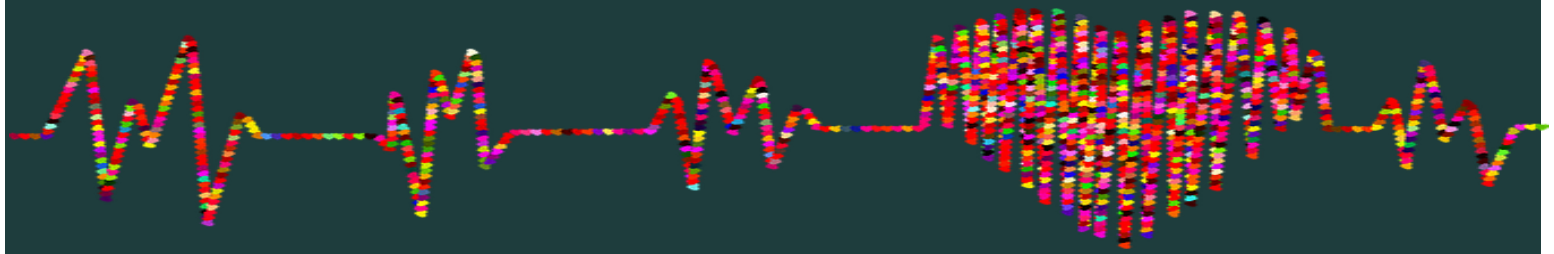
Compensation and Benefits

**\$204,172.80 - \$306,259.20
Annually**

- Excellent retirement benefit (2% at approx. age 61 formula)
- Health Plan coverage for employee and dependents (health, dental, vision)
- County paid Deferred Compensation at 1.5% of base salary
- Two weeks annual vacation accrual 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
- 10 paid holidays annually
- \$900 annual Professional Development Reimbursement
- Term life insurance
- Disability protection
- Automobile allowance
- Portion of out-of-area moving expenses

For a complete summary of all benefits, please visit our Human Resources webpage at <http://www.stancounty.com/personnel> and select "Employee Benefits" under "Related Links" on the right-hand side of the screen.





TYPICAL TASKS

- Act as head of medical services of BHRS program sites, including BHRS staff assigned to Doctors Behavioral Health Center, working collaboratively with physicians, midlevel practitioners and BHRS management on all aspects of operational and client care policies, procedures and guidelines, including working collaboratively with administrative management on best practices and work flow;
- Act as Medical Director for designated County operated Substance Use Disorder Services for Drug Medi-Cal Organized Delivery System (DMC-ODS) Plan;
- Provide leadership and guidance regarding practices of addiction medicine;
- Work as a leader and role model for staff psychiatrists and other staff, especially in the promotion of a client-centered approach to working with consumers and families, and in the promotion of the principles of recovery and resiliency;
- Provide psychiatric expertise as a consultant, at the request of Senior Leadership or other BHRS staff;
- Attend case conferences and consults on an as-needed basis, especially at the request of other Senior Leaders;
- Provide clinical and administrative supervision for all Department physicians, including all relevant supervisory functions, such as preparation of performance evaluations, directing, coaching and counseling;
- Work with physicians to ensure timely communication and resolution of issues related to administrative, clinical and quality of care concerns;
- Responsible for senior level medical involvement in BHRS utilization management, quality management, and continuous process improvement activities, in part in conjunction with the Quality Management Team;
- Work with Risk Management, review and provide expert advice regarding significant risk incidents; investigate and resolve customer complaints and provider quality concerns; and oversee psychiatric peer review process;
- Responsible for developing and implementing psychiatric and medical policies, procedures and protocols, upon approval by BHRS Senior Leadership Team and Director;
- In concert with other Senior Leaders, work to assure BHRS compliance with voluntary, state and federal laws, rules and regulations;
- Ensure compliance of medical staff with the BHRS mission statement and County policies;
- Lead BHRS in efforts to recruit, orient and retain medical staff, in order to adequately meet the coverage needs of the Department;
- Act as Medical Director of the Stanislaus BHRS and in that function, provide oversight of utilization management, quality management, and continuous process improvement activities of the federal waivers;
- As Medical Director of the federal waivers, serve as final physician reviewer for Medi-Cal and uninsured patient claims;
- Conduct regular meetings of BHRS physicians and nurses (at least once monthly);
- Promote fiscal responsibility as it relates to provider productivity, utilization of resources and service efficiency, including collaboration with Contract Services to secure, monitor and maintain appropriate agreements with contracted providers;



TYPICAL TASKS (continued)

- Participate with other Senior Leadership staff in budget planning and monitoring; control program activities within budget limits or policies;
- Work with other Senior Leadership staff to identify service needs and areas for improvement, and subsequently develop new programs in concert with the team;
- Provide leadership to medical staff in preparation for State and Federal audits and reviews; participate with BHRS Director and Senior Leadership staff to ensure timely and appropriate response to audits;
- Act as liaison with medical community and Medical Directors of other facilities, practices, and health plans;
- Advise, consult and make recommendations to the BHRS Behavioral Health Director on medical staff and other clinical affairs and issues;
- Attend Senior Leadership meetings weekly and Behavioral Health Board meetings and various community and Board of Supervisors' meetings on an as needed basis as determined with the BHRS Director;
- Promote cooperative working relationships among the multidisciplinary teams, including psychiatrists, other staff, consumers, families, and other treating physicians;
- Serve as a resource for family and consumer groups;
- Collaborate in the development and implementation of the BHRS Strategic Plan;

- Provide leadership for specific Performance Improvement Projects related to BHRS strategic goals, especially in the areas of primary care relationships and shared decision making;
- Collaborate with consumers, families, and multidisciplinary staff to improve services; and
- Provide training as appropriate to BHRS employees, contractors, and members of the public.

SKILLS/ABILITIES

- Possess strong analytical and technical skills to review, prepare, and interpret medical reports and related material and make logical recommendations;
- Excellent written and verbal communication skills;
- Manage large and complex budgets;
- Manage quality improvement initiatives, including redesigning processes, establishing metrics, and leading quality teams;
- Display flexibility in accepting, changing, or carrying out assignments;
- Network and advocate for the organization and serve as a liaison to local and State professional societies; and
- Work productively as part of a team with a broad spectrum of professionals in senior leadership roles.

KNOWLEDGE

- Principles and practices of modern medicine, including preventive, primary and medical health care;

- Principles of organization, management and supervision;
- Recruitment techniques to attract qualified medical personnel;
- Previous management skills in a similar position with Quality Management background;
- Knowledge of clinical operations, current therapies and the delivery of quality medical care that are consistent with a licensed Psychiatric Specialty physician;
- Knowledge of third party payor issues, California medical practice guidelines and malpractice laws, Title 22 regulations, Bureau of Primary Care; and
- Sensitivity to a culturally diverse environment.

EDUCATION/EXPERIENCE

- Minimum five (5) years experience in a post-residency setting; AND
- Possession of a valid California medical license or eligible for a valid California Physician license; AND
- Board Qualified or preferably Board Certified in Psychiatry; AND
- Qualify for and maintain active status on the medical staff of Doctor's Medical Center of Modesto



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and considered "at will" for labor relations purposes.

EQUAL EMPLOYMENT OPPORTUNITY

The County of Stanislaus is an Equal Opportunity Employer. All qualified applicants are encouraged to submit online application(s) for open position(s).

Stanislaus County is committed to establishing and maintaining effective working relationships with the general public, co-workers, supervisors, and members of diverse cultural and linguistic backgrounds regardless of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, pregnancy related condition, marital status, gender/sex, sexual orientation, gender identity, gender expression, age (over 40), political affiliation or belief, or military or veteran status.

APPLICATION PROCEDURES/ FINAL FILING DATE

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 complete 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.

TESTING ACCOMMODATIONS

Arrangements may be made to accommodate disabilities or religious convictions. Describe the special test arrangements you require in the "Additional Information" section of the application form.

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 bulletin to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provisions 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 any other information regarding this position may be found on Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum and Understandings, and such information prevails over information contained in this bulletin. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/Human Resources.

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 "Disability Management."



The County of Stanislaus and its employees embrace the Club Wellness Mission Statement.

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.

