



County of Stanislaus
**Behavioral Health & Recovery
Services**

Chief of Children's System of Care (Manager IV)

\$78,187.20 - \$117,291.20 Annually

Apply by May 10, 2019



Oral examinations are tentatively
scheduled for the week of
May 20, 2019

The County of Stanislaus, Behavioral Health and Recovery Services invites qualified candidates to apply for Chief of Children's System of Care (Manager IV) to fill a vacancy in the Department.

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 California State University, Stanislaus (CSUS), 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. 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

Behavioral Health and Recovery Services (BHRS), in partnership with our community, provides and manages effective prevention and behavioral health services that promote the community's capacity to achieve wellness, resilience and recovery outcomes. Under the direction of the Chief Executive Officer and subject to the policy of the Board of Supervisors, BHRS supports the Board's priority of a Healthy Community by providing or arranging for an array of specialized behavioral health services for residents of Stanislaus County. The Department consists of over 500 allocated positions with an operational budget of \$130 million.



THE POSITION

Under direction of the Behavioral Health and Recovery Services (BHRS) Director, and as a member of the BHRS Senior Leadership Team, the Children's System of Care (CSOC) Chief provides administrative and programmatic oversight of all aspects of the CSOC, including organizational contract provider programs. In addition, the CSOC Chief has responsibility for community development, as well as outreach and engagement activities related to children, youth and transition age young adult behavioral health services.

The CSOC is an advanced integrated behavioral health system that serves children, youth, transition age youth, and their families, who have serious emotional disturbance, behavioral health service needs, and substance use disorders or co-occurring disorders. In addition to traditional behavioral health services, the CSOC includes several Mental Health Services Act (MHSA) programs, with a strong focus on integration of service delivery across agencies that serve children and youth, wellness resiliency and recovery principles, children's system of care principles, children's wraparound principles, and community-based outreach and engagement, including family involvement.

We are seeking an individual with strong leadership and team building skills, an understanding of collaboration and community development principles, and the ability to promote creative, progressive performance in staff. As a member of the BHRS Senior Leadership Team, the CSOC Chief will be expected to establish positive relationships with peers, work collaboratively to advance the organization's overarching goals of community integration and excellent customer service, and promote the organization's values of innovation, quality and accountability in service delivery. In addition, the ability to forge collaborative relationships with diverse communities in Stanislaus County is required in order to engage BHRS with the community, outreach to underserved populations, and leverage and develop creative programming focused on increasing the community's capacity to serve children, youth and families living with serious emotional disturbance.



COMPENSATION AND BENEFITS - Annual Salary \$ \$78,187 - \$117,291

- The current salary range for this position is open with hiring dependent upon experience and qualifications. 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 61 formula);
- Medical, dental, vision, and basic term life insurance plans;
- County paid Deferred Compensation at 1.5% of base salary;
- Two 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;
- 10 paid holidays annually;
- \$900 annual Professional Development reimbursement;
- Disability protection;
- Optional participation in Flexible Spending Account programs;
- Optional Supplemental Life AD&D insurance plans;
- Employee assistance program; and
- Details upon request.

TYPICAL DUTIES AND RESPONSIBILITIES

- Plan, organize and direct a diverse system of behavioral health programs;
- Work collaboratively with diverse community groups in order to develop service delivery opportunities;
- Foster increased community capacity to support children, youth and families living with serious emotional disturbances by leveraging opportunities for collaboration and partnership;
- Ensure service delivery meets or exceeds recognized and/or required standards;
- Ensure programs maintain fiscal integrity through efficient use of resources;
- Provide leadership and consultation to staff in the areas of service delivery, performance, and community collaboration and development;
- Implement quality assurance and customer satisfaction activities;
- Monitor program outcomes and respond accordingly;
- Provide human resource leadership for the CSOC, including direct supervision to coordinators, managers; recruitment and retention activities and management of performance issues as they arise;
- Assume liaison or leadership roles with various community groups and boards and relevant state and local agencies;
- Collaborate with the Behavioral Health Director and other Leadership staff in planning and implementation of Department-wide program activities;
- Actively support Department and County vision, mission and values; and
- Ensure performance outcomes for MHSA programs under CSOC management are met.

Minimum Qualifications (Knowledge, Skills, Abilities, Education and Experience)

KNOWLEDGE

- Evidence based behavioral health and prevention strategies in service delivery to children, youth and their families;
- Children's developmental processes and related service considerations;
- Family systems;
- Environmental factors that contribute to the social-emotional health and resiliency of children, youth and their families;
- Community development and community capacity building principles and methods;
- Cultural competency principles on organizational and service delivery levels;
- Multiple funding sources and methods of leveraging funding; current literature and developments in integrated behavioral health and recovery principles as they relate to both service delivery and prevention activities;
- Principles of consumer and family advocacy and recovery;
- Children's System of Care principles; Children's Wraparound principles; and MHSA essential elements;
- Health care issues related to children, youth and their families;
- Juvenile justice, child welfare and school-based behavioral health services;
- Support and facilitation of consumer and family member involvement at a policy and service delivery level;
- Current theories and practice of progressive leadership and management techniques;
- Legislation, regulations, policies and standards pertaining to public behavioral health services;
- Federal and State grant programs and preparation of applications;
- Principles of program organization, administration and management;
- Statistical methods and general accounting practices used for management analysis;
- Conflict resolution techniques and staff dynamics;
- Multicultural skills, knowledge and experience;
- Experience with management principles and processes;
- Knowledge of Results Based Accountability (RBA);
- Behavioral health or social service management experience, preferably in a public setting that includes a System of Care or cross system structure;
- Community development and community capacity building experience;
- Quality improvement experience and skills;
- Knowledge of recovery and resiliency principles;
- Knowledge of stigma reduction;
- Demonstrated conflict resolution skills; and
- Lived experience as a consumer of behavioral health services or as a family member of a behavioral health services.

SKILLS/ABILITIES

- Translate the Department's vision, mission and values into strategic action planning;
- Articulate, promote and operationalize "system of care";
- Concepts and "cross-system" approaches to service delivery and problem solving;
- Articulate, promote, operationalize and model community development and community capacity building principles focused on the integration of behavioral health needs into existing community activities;
- Articulate, promote and operationalize concepts related to public sector managed care;
- Anticipate and respond to change (funding, legislative, regulatory, and business-related) in service delivery to the target population;
- Analyze administrative and operational problems and situations and make recommendations for resolution;
- Exercise progressive leadership in motivating, coaching and supporting staff;
- Interact effectively with behavioral health consumers and family members;
- Effectively delegate assignments while maintaining accountability;
- Prepare and deliver comprehensive, articulate and effective oral written reports and correspondence;
- Manage complex organizational provider contracts;
- Actively seek opportunities for improvement;
- Speak effectively to large groups, organize and facilitate workgroups and committees;
- Utilize conflict resolution skills in a proactive, mentoring manner; and
- Work independently, as well as, harmoniously with departmental personnel.

EDUCATION / EXPERIENCE

- Licensed as a Clinical Psychologist, Clinical Social Worker (LCSW), Registered Nurse, Professional Clinical Counselor (LPCC), or Marriage Family Therapist (LMFT); **AND**
- Four years of supervisory or management experience in a related area.

Proof of education is 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 before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.



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 on 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.

RECRUITMENT 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.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment drug screening and 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.

PUBLIC SERVICE LOAN FORGIVENESS PROGRAM

Find out if you qualify for the AES Public Service Loan Forgiveness Program for full-time public sector employees (PSLF) by contacting: (866) 706-5005, <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service>

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 Understandings, and such information prevails over information contained in this flyer. Questions regarding this announcement may be directed to the Stanislaus County Chief Executive Office/ Personnel.

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.

For more information on Club Wellness go to www.myclubwellness.com

