

Stanislaus County Health Services Agency

Chief Therapist (Manager III)



\$67,163.20 - \$100,734.40 Annually

Applicants are encouraged to apply immediately as this recruitment may close at any time.

Stanislaus County invites qualified candidates who are experienced in physical and/or occupational therapy to serve as the Chief Therapist (Manager III) for the Health Services Agency.

The Manager of California Children's Services—Medical Therapy Unit (CCS-MTU) for the Health Services Agency reports to the Public Health Director and is responsible for the direct and indirect management, supervision and coordination of the CCS-MTU Department located at Sonoma School.

This leadership position is expected to lead the CCS-MTU department with vision and competence, focusing on staff career development and customer service. This individual will work directly with the Public Health Team and other Health Services Agency management to develop strategic directions for the division and will be expected to hold themselves accountable for achieving results.



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 HEALTH SERVICES AGENCY

The Health Services Agency (HSA) is a network of outpatient medical programs and services focused on improving the health and well-being of the County residents. It is comprised of: federally qualified clinics with seven clinic locations throughout Stanislaus County, the Valley Consortium for Medical Education (VCME) - family medicine residency program, administrative/operational services and the Public Health Division. The California Children Services Medical Therapy Program resides within the Public Health Division and is responsible for ensuring children with special medical needs receive the treatment and medical services they need.

HSA holds strongly to its vision of "Healthy People in a Healthy Stanislaus" by developing its services with the community, in ways that support community need.

ABOUT THE POSITION

Under the Direction of the Medical Consultant/Director of California Children's Services (CCS) and Public Health Associate Director, the Chief Therapist directs, manages, supervises, and coordinates the activities and operations of the Medical Therapy Program (MTP) within the CCS program as prescribed by State regulations and inconsideration of the therapy need of the MTP eligible children of Stanislaus County; and coordinates assigned activities with other divisions, departments, outside agencies, and the general public.

The Medical Therapy Program within the local CCS Program provides physical and occupational therapy services to eligible children with physical disabilities and often accompanying complex medical diagnoses. Under the general direction of the California Children's Services Program Medical Consultant/Director, the Chief Therapist position oversees the day-to-day operation of the Medical Therapy Unit (MTU) and associated satellite sites. The California Children's Services Medical Therapy Program Chief Therapist manages activities of physical and occupational therapists and support staff; implements and evaluates the MTP as a whole; acts as MTP liaison to State CCS/MTP, school and health care community partners working with special needs children.

This recruitment is being conducted to fill a vacancy at the Health Services Agency Public Health Division, and to establish an eligible list that may be used to fill future full-time vacancies throughout Stanislaus County. While this is a continuous recruitment, we encourage you to apply immediately as this recruitment may close at any time.

Compensation and Benefits

**\$67,163.20 - \$100,734.40
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

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



TYPICAL TASKS

- Coordinate and supervise the Medical Therapy Program through on-site supervisors at a number of locations;
- Evaluate effectiveness of the physical and occupational therapy program and staff;
- Initiate recommendations for program change, expansion, equipment and supplies to meet the needs of children served;
- Provide consultation and coordination with other CCS departments, SELPA and Special Education Directors, providers, referral sources, agencies serving CCS children and the community;
- Coordinate medical case management of therapy cases and oversee therapy services authorized outside of the Medical Therapy Units;
- Oversee scheduling and coordination of Medical Therapy Clinics (MTCs);
- Conduct ongoing utilization review of therapy cases to monitor program compliance with Medi-Cal and Department of Health Care Services regulations and quality of care;
- Oversight of MTU compliance with Medi-Cal Outpatient Rehabilitation Center standards;
- Provide direction to staff in solving difficult physical and occupational therapy treatment challenges;
- Provide personnel management, including justification of personnel resources;
- Select or approve the selection of therapy staff to provide staffing coverage to meet therapy prescriptions;
- Provide guidance on recruitment, training, supervision and performance issues;
- Provide education and outreach to the Department of Education, the community and related agencies; interprets therapy program to physicians, hospitals, clinics, public schools, parent groups and public and private agencies;
- Establish and maintain effective working relationships with physicians, nurses, professional and other staff; helps coordinate patient care with other therapy providers;
- Participate in preparation and monitoring of MTP budgets;
- Oversee preparation and monitoring of MTP Medi-Cal billing to maximize reimbursement;
- Develop MTP policies, procedures and

practice protocols in conformance with State and County regulations, standards and guidelines with oversight of all procedures and protocols related to direct patient care in collaboration with the CCS Medical Consultant;

- Oversee special MTP case management issues such as dispute resolution;
- Coordinate, develop, and monitor the Interagency Agreement between MTP and Stanislaus Special Education Local Plan Area (SELPA) administrators;
- Determine MTP eligibility in collaboration with the CCS Medical Consultant;
- Oversee review of requests for authorization of durable medical equipment and orthotics;
- Ensure compliance with rules and regulations regarding appropriation of funds;
- Conduct MTP staff meetings;
- Attend CCS, Public Health and Health Services Agency staff meetings and trainings and participates in local and State meetings and trainings as appropriate.

SKILLS/ABILITIES

- Prioritize, plan, direct, and review the work of staff, provide professional guidance and instruction to others, develop and evaluate staff training programs, and act effectively in medical emergencies;
- Analyze, evaluate and draw logical conclusions from data; evaluate problems, policies, procedures and formulate an effective course of action;
- Speak and write effectively to address diverse audiences, including professional, clinical and citizen groups;
- Organize and coordinate program services at multiple locations;
- Understand, interpret, explain, and apply State guidelines, laws, regulations, and policies ;
- Establish effective relations with physicians, staff and State and local agencies ;
- Establish rapport with patients and parents, explain and interpret CCS-MTP regulations, objectives, and methods to family with tact and understanding;
- Mediate disagreements ; and
- Prepare written reports and records; ensure accurate case records, progress reports and evaluations.

Education and Experience

Education:

Pattern I: Physical Therapist— Possession of a valid license as a Physical Therapist issued by the Physical Therapy Board of California; **OR**

Pattern II: Must be eligible for such registration; **OR**

Pattern III: Occupational Therapist—Possession of a valid certification as an Occupational Therapist with the National Board for Certification in Occupational Therapy and Licensed with the California Board of Occupational Therapy; **OR**

Pattern IV: Must be eligible for such registration; **AND**

Experience: The equivalent of three years of full-time supervisory experience as a Physical or Occupational Therapist in an institutional or clinical setting of which one year must have been in the treatment of children with cerebral palsy or other neuromuscular or musculoskeletal conditions.

License:

Possess and maintain a valid California Driver's license and remain free from repeated preventable accidents..



KNOWLEDGE

- Principles and practices of staff supervision, development and evaluation;
- Federal, State and local laws and regulations governing CCS programs;
- Standard physical and/or occupational therapy assessment tools and tests;
- Standard physical and/or occupational therapy documentation format and requirements;
- Application and use of specialized physical and/or occupational therapy techniques and equipment. Durable medical equipment, adaptive aids, and orthopedic devices used in pediatric rehabilitation treatment;
- Principles of the interdisciplinary approach in pediatric rehabilitation.

GENERAL QUALIFICATIONS

- Pass County paid pre-employment drug screening and job related background investigation; **AND**
- Perform job duties in a manner assuring a safe working environment for oneself and others; **AND**
- Maintain confidential information according to legal standards and/or County regulations as required.

CLASSIFICATION INFORMATION

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

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.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodation 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.

<http://www.stancounty.com/personnel/pdf/ADATestingForm.pdf>

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 informational, which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and any other information regarding this position may be found in the 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."