Chief of Substance Use Disorder
System of Care (Manager IV)

Apply by: Thursday, September 14, 2016

$73,694.40—$110,552.00 Annually

Oral Examinations are tentatively scheduled for September 27, 2016.
ABOUT THE COMMUNITY
Located in the heart of California's fertile Central Valley, Stanislaus County is blessed with mild weather year round and some of the world's richest soil. With a population of nearly 525,000, Stanislaus County is proud of its vibrant citizenry, great traditions, educational opportunities, and multicultural lifestyles. The area offers a mixture of urban, suburban, and rural environments and lifestyles. The economy is based primarily on agricultural production and related services, food processing and retail. California State University Stanislaus and Modesto Junior College are high educational institutions located in the County.

The area offers a variety of cultural events including the Gallo Center of Performing Arts and a Minor League baseball team. We are centrally located, with the San Francisco Bay Area, Silicon Valley, Sacramento and California's Central Coast only a 90 minute drive from Modesto. To the East are the foothills of the Mother Lode country which lead to the majestic Sierra Nevada mountain range, Yosemite National Park and Lake Tahoe.

ABOUT THE DEPARTMENT
BHRS 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 and residential alcohol and drug treatment and prevention services and 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 and alcohol and 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.

ABOUT THE POSITION
BHRS is seeking an individual with strong leadership and team building skills and the ability to promote creative, progressive performance in staff and our community stakeholders, including substance use disorder treatment providers, individuals connected to the recovery community of Stanislaus County, and consumers and family members. This candidate will have strong oral presentation skills and will have the ability to articulate and summarize a variety of ideas in a clear and concise manner both in writing and verbally to gain community consensus. As a member of the department's senior leadership team, this Manager IV 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.

Under the direction of the Behavioral Health Director, the Chief of Substance Use Disorder services will oversee the Substance Use Disorder System of Care, which includes a variety of county run and contracted treatment services. This oversight will include developing quality and compliance performance measures.

In addition, this individual will assume Senior Leadership responsibility of the implementation of the Federal 1115 demonstration waiver for the Drug Medi-cal organized delivery system. This will include conducting community stakeholder planning meetings to solicit community involvement, developing both a fiscal and service delivery plan, writing, submitting, and gaining Department of Health Care Services (DHCS) approval of our implementation plan, and implementing the new service delivery system of Substance Use Disorder treatment services.

BENEFITS
Stanislaus County offers an excellent management benefits program, including participation in a County sponsored defined benefit retirement system, supplemental deferred compensation program, professional development and generous health insurance and leave time benefits. For a complete summary of all management benefits, please visit the County’s Human Resources webpage at http://www.stancounty.com/personnel and select “Benefit Summaries” under the “Employee Information tab.”
TYPICAL TASKS

- Ensure that all programs under their management are in compliance with applicable government codes and recognized standards of practice;
- Work collaboratively with diverse community groups in order to develop service delivery opportunities;
- Participation in annual budget development and oversight of a complex budget that must be closely managed to ensure that expenditures remain within budget as much as possible and that revenue is maximized;
- Provide leadership and consultation to staff in the area of service, delivery, performance, and community collaboration and development;
- Foster increased community capacity to support individuals in leveraging opportunities for collaboration and partnership;
- Provide human resource leadership, including direct supervision of coordinators, managers; recruitment and retention activities and management of performance issues as they arise;
- Ensure that performance outcomes, including MHSA requirements, are met and responds accordingly;
- Assume liaison or leadership roles with various community groups, boards and relevant state and local agencies;
- Provide oversight of the Substance Use Disorder Quality Improvement Council, which will be developed to monitor the outcome requirements of the Department of Health Care Services (DHCS) SUD contract as well as compliance;
- Meet multiple federal and state deadlines that directly impact funding for the Department;
- Preparation and oversight of audits by state authorities;
- In partnership with the Chief of Managed Care, prepare for the External Quality Review Organization (EQRO) annual review;
- Provide and direct training related to areas of responsibility;
- Travel to various meetings in and outside of Stanislaus County; and
- Liaison to the Managed Care Plans as it relates to substance use disorders.

SKILLS/ABILITIES

- Translate the organization's vision, mission and values into strategic action planning;
- 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 concepts related to a public sector drug medical organized delivery system;
- Prepare and manage a budget; anticipating and responding to changes (funding, legislative, regulatory, and business-related) in service delivery to the target population;
- Interpret data pertinent to program operations and analyze administrative and operational problems and situations and make recommendations for resolution;
- Interact effectively with behavioral health consumers and family members;
- Plan, motivate, organize and direct the work of others, including effectively delegating assignments while maintaining accountability;
- Prepare and deliver comprehensive, articulate and effective oral and written reports and correspondence, including facilitating workgroups and committees;
- Manage complex organizational provider contracts;
- Actively seek opportunities for improvement;
- Utilize conflict resolution skills in a proactive, mentoring manner;
- Work independently, as well as, harmoniously with others; and
- Interpret laws that apply to the various programs.

KNOWLEDGE

- Current California law and recognized standards of practice related to the provision of Substance Use Treatment;
- Evidence based behavioral health, recovery and prevention strategies;
- Community development and community capacity building principles and methods;
KNOWLEDGE (CONT.)

- Budget preparation and monitoring, including 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;
- Support and facilitation of consumer and family member involvement at a policy and service delivery level;
- Principles of program organization and administration, including progressive leadership, management techniques and training;
- Legislation, regulations, policies and standards pertaining to public behavioral health services;
- Federal and State grant programs and preparation of applications;
- Public behavioral health services administration;
- Conflict resolution techniques and staff dynamics;
- Public and private agency community resources;
- Information Systems;
- Statistical methods and general accounting practices used for management analysis;
- Behavioral health services evaluation methods;
- State Drug Medi-Cal regulations and ability to assist staff in "operationalizing" these regulations;
- A strong commitment to and demonstrated skills in provision of culturally competent services to diverse populations, consistently utilizing multicultural skills, knowledge and experience;
- Mental Health Services Act essential elements; and
- Knowledge of and experience in audit preparation and participation in state audits.

EDUCATION/EXPERIENCE

PATTERN I
- Graduation from an accredited four (4) year college or university with a major in Human Services, Chemical Dependencies and Addiction, Hospital Administration or a related field (Progressively responsible experience in a related area may be substituted for the required education on a year-for-year basis); AND
- Four (4) years of supervisory or management experience in a substance use disorder program or a related area; AND
- Certified as a Substance Use Disorder Counselor by one of the certifying organizations approved by State DHCS.

PATTERN II
- A master's or doctoral degree in social work, psychology, counseling or appropriate related field received from an accredited institution; AND
- Four (4) years of supervisory or management experience in a substance use disorder program or a related area.

Proof of education may be required for verification purposes after the eligible list has been established as part of the selection interview process. Proof of education (transcripts and/or degree) may be attached at the time of online application submission if available.

In addition to the minimum qualifications, applicant screening will focus on the following desirable qualifications. Please list any of these qualifications you may have within the "duties" section of the online application.

DESI RABLE QUALIFICATIONS

- Two (2) years experience in a substance abuse disorder with co-occurring disorders program.

LICENSE

- Applicants must possess and maintain a valid California Driver's License and remain free from repeated preventable accidents.

As part of the Mental Health Services Act, the Stanislaus County Behavioral Health & Recovery Services Department has a State-approved Workforce Education and Training Plan (WE&T Plan). This WE&T Plan also references the Welfare and Institutions Code Section 5820 - 5822 and provides that administrative structures are in place to support long-term workforce development that actively outreaches to support career pathways and also ensure barriers are reduced or eliminated for consumers, and family members who wish to enter the publicly-funded behavioral health workforce. Candidates with lived experience as a consumer or a family member of a consumer of behavioral health services are highly encouraged to apply.
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.

ATTACHING YOUR RESUME AND COVER LETTER

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 of 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.”