



THE COUNTY OF STANISLAUS

Behavioral Health & Recovery Services



Cultural Competence / Ethnic Services Manager II

\$66,851.20 — \$100,256.00 Annually

Apply by Friday, September 24, 2021

Interviews are tentatively scheduled for the week of October 3rd

Manager II—Cultural Competence/Ethnic Services

Stanislaus County Behavioral Health and Recovery Services invites qualified candidates to apply for an opportunity to fill the vacancy of Manager II, Cultural Competence / Ethnic Services.

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 disorders. 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 in partnership with community agencies, as well as other County departments.

The Position

The Cultural Competence/Ethnic Services Manager (CC/ESM) promotes and monitors quality and equitable care as it relates to diverse racial, ethnic, and cultural populations served by both County operated and contracted behavioral health programs. County CC/ESMs sustain a meaningful role in helping shape the County service delivery system in a way that advances health equity and cultural responsiveness. CC/ESMs provide critical leadership and valuable expertise to their agency in regards to diverse racial, ethnic, and cultural issues and populations. The importance of the CC/ESM position requires a level of expertise and professionalism that leads and focuses on improving the quality of services and eliminating inequities and barriers to care for marginalized cultural and ethnic communities.

The CC/ESM is an essential resource for helping the County to meet a growing number of local, State and Federal cultural competence requirements. CC/ESMs review service utilization data, actively participates in local behavioral health planning and projects that respond to the needs of the County's diverse racial, ethnic, and cultural populations, and review and comment on numerous major State policy and legislative proposals that would impact those populations.



Typical Duties and Responsibilities

- Ensure the delivery of appropriate quality services to vulnerable racial, ethnic, and cultural communities, including at risk, underserved and unserved priority populations;
- Lead responsibility for the development and implementation of cultural competence planning within the organization including mental health treatment, substance use disorders (SUD), Prevention and Early intervention (PEI), and Mental Health Services Act (MHSA) programs;
- Ensure that BHRS complies with State and Federal cultural competence regulations, including those set forth for MHSA;
- Work collaboratively with the highest levels of BHRS leadership to eliminate disparities and promote health/ behavioral health equity;
- Participate in the regional and state level Ethnic Services Committee meetings;
- Have the responsibility for the development of the state mandated Cultural Competence Plan Requirement (CCPR) currently required every 3 years, as well as yearly updates;
- Ensure that cultural and linguistic diversity is taken into account in hiring decisions; Promote the development of appropriate behavioral health services that will meet the diverse needs of the County's racial, cultural, and ethnic populations. This includes, but is not limited to, reviewing local proposals to augment or decrease services to the local community, participating in various behavioral health advisory groups/task forces, facilitating educational training to programs/ departments within and outside the local behavioral health department;
- Oversee and coordinate the monthly BHRS Cultural Competence Equity and Social Justice Committee (CCESJC), serve as the chair, participate in the monthly executive committee meeting and develop & distribute the monthly CCESJC Update Newsletter;
- Maintain an active advocacy, consultative, and supportive relationship with consumer and family organizations, local planning boards, advisory groups and task forces, the State, and other behavioral health advocates
- Supervise employees; and
- Other duties as assigned.

Knowledge

- Cultural Competence, Equity and Social Justice; The State Cultural Competence Plan Requirements;
- The National Culturally and Linguistically Appropriate Services (CLAS) Standards;
- The use of cultural competency principles on organizational and service delivery levels; Framework for Advancing Cultural Linguistic, Racial and Ethnic Behavioral Health Equity; Multicultural skills, knowledge and experience;
- Principles of client advocacy and recovery;
- Practices for tracking and addressing disparities; Diverse populations; and
- Legislation, regulations, policies, standards and local plans pertaining to Cultural Competence.



Manager II—Cultural Competence/Ethnic Services

Minimum Qualifications

(Knowledge, Skills, Abilities, Education and Experience)

- Understand the State and Federal Cultural Competence requirements and regulations;
- Apply principles of cultural competence to program development and management;
- Prepare and deliver comprehensive written and oral reports and correspondence
- Demonstrate community collaboration skills;
- Speak effectively to large groups, organize and facilitate workgroups and committees and drive independently;
- Work well independently while maintaining a personal and professional commitment to maintaining team involvement;
- Engage and build partnerships with BHRS partners and local communities; Employ strong communication and people skills with a diverse population; Embrace and represent the BHRS Mission Vision and Values;
- Effectively work in a strength-based model;
- Analyze administrative/operational challenges and make recommendations for resolutions;
- Exercise progressive leadership in motivating, coaching and supporting community stakeholders;
- Principles and practices of supervision, training and human resource management; and
- Management and supervisory authority with respect to enforcement of County policies and procedures.

Education / Experience

- Two years of experience in human services, one year of which must be as a manager or supervisor in a public or private human services agency;

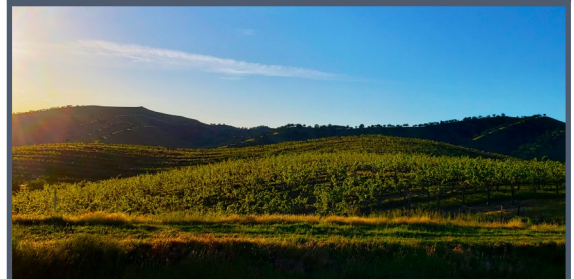
AND

- Bachelor's degree in Human Services, Business Management / 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).

BENEFITS PACKAGE

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;
- 16 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;
- Car allowance;
- Moving allowance;
- Disability protection;
- Optional participation in Flexible Spending Account programs;
- Optional Supplemental Life & AD&D insurance plans; and
- Employee Assistance Program. Details available upon request.



Manager II—Cultural Competence/Ethnic Services

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. Incumbents are also subject to overtime, standby, callback, weekend, holiday and shift assignments. 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

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 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>

GENERAL INFORMATION

Appointment to County employment is contingent upon passing a fingerprint criminal background check. Some positions may also require a County-paid pre-employment drug screening. Some positions may require possession or the ability to obtain, and maintenance of a valid California Driver's license or the ability to utilize an alternative method of transportation when needed to carry out job related essential functions.

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 Office 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 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 Human Relations team.



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.org