

THE COUNTY OF STANISLAUS



BEHAVIORAL HEALTH AND RECOVERY SERVICES

DIRECTOR

\$150,176 - \$225,264

Apply by May 15, 2022

Interviews are tentatively scheduled for the week of
May 30, 2022

ABOUT THE COUNTY

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 545,267 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, 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 43 degrees in the winter, to an average high of 92 degrees in the summer. Temperatures move up into the high 90s during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

Stanislaus County has a current year total budget of \$1.5 billion and over 4,500 full-time positions within 27 agencies and departments.

ABOUT THE DEPARTMENT

Behavioral Health and Recovery Services (BHRS) has a proud history of providing behavioral health services for the Stanislaus community. As the contracted Mental Health Plan and Drug Medi-Cal Organized Delivery System with the State of California, BHRS administers Stanislaus County's behavioral health services, providing 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 substance use disorder services for adults and adolescents, supportive services, prevention and early intervention services, and serves as Stanislaus County's Public Guardian. BHRS has approximately 470 staff and an operating budget of \$158 million.



Director of Behavioral Health and Recovery Services

THE POSITION

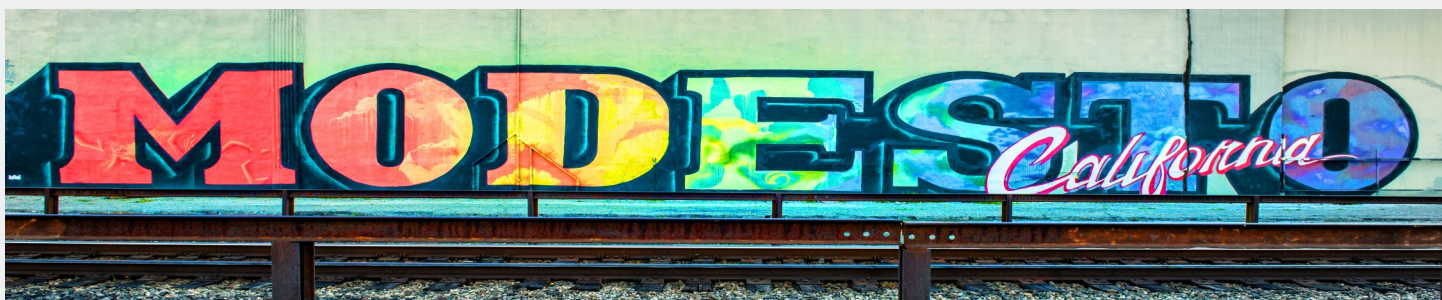
The Director, reporting to the Chief Executive Officer, formulates broad objectives and policies to carry out the Department's mission, and provides administrative direction to the department's 13 senior managers regarding operations of their respective systems of care or divisions. The Director is a proven leader and has expertise regarding the complexities of behavioral health services, multi-million-dollar budget oversight experience and associated programmatic financing acuity. This position also serves as "Mental Health Director" per the Bronzan-McCorquodale Act (Welfare and Institutions Code Section 5600). The Mental Health Director must meet the standards of training and experience as the State Department of Mental Health shall require by regulation (Welfare and Institutions Code Section 5607). This at-will position is appointed by the Board of Supervisors upon the recommendation of the Chief Executive Officer.

BHRS programs and services fall under eight systems of care and divisions:

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| Administrative & Fiscal Division | Substance Use Disorder System of Care |
| Office of Public Guardian | Mental Health Children System of Care |
| Mental Health Adult System of Care | Supportive Services Division |
| Crisis Services Division | Prevention Services Division |

Opportunities

- Lead the Department's full implementation of the BHRS Strategic Plan approved by the Board of Supervisors in March 2021.
- Effectively position BHRS to take full advantage of the multiple opportunities through California Advancing and Innovating Medi-Cal (CalAIM) and recent State investments in behavioral health.
- Provide strategic behavioral health leadership within multiple collaborative efforts focused on strengthening our community's health, safety and wellness, such as Focus on Prevention, Stanislaus 2030, Cradle 2 Career, and the Housing Stanislaus Initiative.
- Driven by the County's mission "We Build Community," the Director will work to strengthen partnerships with managed care and commercial health plans, mental health plan contract providers, justice system partners, school districts and behavioral health community stakeholders to ensure a holistic, client-centered approach to behavioral health treatment services for those most in need in our community.



The selected candidate will demonstrate competency in the following areas:

Leadership

- Fosters an environment that encourages teamwork, supports group decision making and builds good rapport with team members.
- Relates well to others, builds effective relationships, and is adept at using diplomacy to diffuse high-tension situations.
- Delegates both large projects and important tasks to staff. Allows staff to work independently to complete own work and shares the responsibility and accountability for successful completion of tasks.
- Demonstrates the ability to foster and actively utilize multicultural skills, knowledge and experience to improve the work environment and better serve clients.

Programs/Services

- Evaluates the Department to ensure treatment services, operations and operational structure adequately align with the BHRS Strategic Plan and Core Treatment Model.
- Proactive in the development of the Department's behavioral health systems of care and the delivery of treatment services, applying frameworks such as Results-based Accountability to ensure the demonstration of program performance.
- Sets ethical standards and holds staff accountable for meeting the standards in the delivery of behavioral health services in a timely and effective manner.
- Leads organizational efforts to engage clients with serious mental illness, and their families, in dialogue on how to improve program performance and meet the treatment needs of adults with serious mental illness and substance use disorders, and children with serious emotional disturbances.

Partnerships/Legislative Affairs/Political Acumen

- Values the importance of connecting and building trust with community behavioral health stakeholders and collaborative partners in the provision of behavioral health treatment services.
- Represents the County's behavioral health interest at local and statewide meetings and on multiple local boards and commissions.
- Communicates clearly the Department's role and services in the Behavioral Health Continuum of Care.
- Informed on state and federal behavioral health legislation, and engage decision makers on the interest of Stanislaus County.

Business Administration/Fiscal Management

- Promotes fiscal responsibility by acting as a fiduciary of County resources, and ensuring that they are used appropriately in accordance with policies or requirements.
- Understands the principles and practices of governmental budgeting, grant management and contract administration, as well as the functions and administrative processes of a large governmental agency.
- Demonstrates understanding of policy and fiscal strategies related to behavioral health budget allocations and expenditures, such as State Realignment, Medi-Cal Mental Health Plan, Substance Use Disorder Organized Delivery System, Mental Health Services Act, etc.
- Establishes and communicates goals and performance standards for the provision of behavioral health services through a dialogue that ensures understanding and commitment.

EDUCATION/EXPERIENCE

POSITION REQUIREMENTS:

As required by TITLE 9. Rehabilitative And Developmental Services, California Code of Regulation 620;

Candidates must meet one of the following state requirements:

- A physician and surgeon licensed in the State of California showing evidence of having completed the required course of graduate psychiatric education, as defined in Section 623, to be supplemented by an additional period of two years of training or practice limited to the field of psychiatry, one year of which shall have been administrative experience.
- A psychologist who shall be licensed in the State of California and shall possess a doctorate degree in psychology from an institution of higher education. In addition, the psychologist shall have had at least three years of acceptable clinical psychology experience, two years of which shall be administrative experience.
- A clinical social worker who shall possess a master's degree in social work or higher and shall be a licensed clinical social worker under provisions of the California Business and Professions Code and shall have had at least five years mental health experience, two years of which shall have been administrative experience.
- A marriage, family, and child counselor who shall have a master's degree in an approved behavioral science course of study, and who shall be a licensed marriage, family, and child counselor and have received specific instruction, or its equivalent, as required for licensure on January 1, 1981. In addition, the marriage, family, and child counselor shall have had at least five years of mental health experience, two years of which shall have been administrative experience. The term, specific instruction, contained in Sections 5751 and 5751.3 of the Welfare and Institutions Code, shall not be limited to school, college, or university classroom instruction, but may include equivalent demonstrated experience in assessment, diagnosis, prognosis, and counseling, and psychotherapeutic treatment of premarital, marriage, family, and child relationship dysfunctions.
- A nurse who shall possess a master's degree in psychiatric or public health nursing and shall be licensed as a registered nurse by the Board of Registered Nursing in the State of California and shall have had at least five years mental health experience, two of which shall have been administrative experience. Additional post-baccalaureate experience in a mental health setting may be substituted on a year-for-year basis for the educational requirements.
- An administrator who shall have a master's degree in hospital administration, public health administration, or public administration from an accredited college or university, and who shall have at least three years experience in hospital or health care administration, two of which shall have been in the mental health field.

BENEFITS PACKAGE

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits through the Stanislaus County Employees Retirement Association (StanCERA) (2% at approximately age 61 formula);
- Reciprocity agreement among most California public retirement systems to allow members to move from public employer to public employer to retain certain retirement benefit rights. Candidates transferring from another system should contact StanCERA directly to confirm eligibility and retirement benefits (stancera.org);
- Medical, dental, vision, and basic term life insurance plans;
- County paid Deferred Compensation at 2% of base salary;
- Three 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;
- \$1,200 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.



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.

clubwellness

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.org

