

# career opportunity

— STANISLAUS COUNTY —



## BEHAVIORAL HEALTH & RECOVERY SERVICES DIRECTOR

STANISLAUS, COUNTY

**Salary: 129,521.60 – \$194,292.80 Annually, DOQ/DOE**



**Stanislaus County is looking for a Director of Behavioral Health and Recovery Services (BHRS).** The County seeks a leader with passion, experience, vision and dedication to serving our community. Successful candidates will be a behavioral health professional with expertise implementing complex behavioral health and recovery services and overseeing a multi-million dollar budget with complex *and* blended funding sources. The Director is also responsible for various 24 hour a day patient facilities and manages significant community and provider contracts. Our ideal candidate is a collaborator, innovator, and someone with zeal and dedication and who operates on a belief that individuals can and do recover from mental illness and alcohol and drug addiction.

# 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.***

Our County's vision is to be the "Best County in America" and our Behavioral Health and Recovery Services Department is regarded as one of the best behavioral health organizations in the State of California.

## **Additional services provided by BHRS include:**

- Crisis emergency response services to all residents of Stanislaus County.
- Housing and employment services to persons with serious mental illness.
- Assessment and treatment services to handicapped and disabled students with serious emotional disturbance.
- Mental Health and Alcohol and Drug assessment and treatment service and Temporary Assistance to Needy Families (TANF) recipients with Welfare to Work plans.
- Fiscal and administrative support for the entire BHRS Department, including quality improvement, risk management, performance measurement, and employee training.
- Clinical and support services to families that have had incidents of child abuse, neglect, or domestic violence and are seen by the collaborative Stanislaus Family Justice Center.
- Assessment and referral under the Specialty Mental Health Plan.

- Step-down inpatient treatment program at County-owned Psychiatric Health Facility.
- Crisis Stabilization Unit provides opportunities to avoid hospitalization when appropriate.
- A Children/Adolescent Crisis Intervention Program will be implemented this summer to assist in reducing hospitalizations.
- Director is a member of the local Community Corrections Partnership (CCP), an integrated partnership with law enforcement.

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. We have a great team in Stanislaus County ranging from individual contributors up to executive leadership. This is a county where people care about each other and their community members, and we demonstrate this through our values, commitment and dedication. This is a great place to work as we foster a culture that is centered on community connection. A fantastic example of this is our

## **Focus on Prevention Initiative:**

**FOCUS ON PREVENTION INITIATIVE** is a long-range strategy to address difficult social conditions impacting Stanislaus County. The initiative originally had four main areas of focus: preventing homelessness; strengthening the family; investing in and supporting children and youth; and reducing the number of repeat criminal offenders. The program is engaging ten different sectors of the community and is promoting organizations working together toward a common set of objectives. A community forum on homelessness called "Finding Our Way—A Summit on Homelessness" took place in October, 2015 with approximately 500 attendees. You can find more information at by visiting [www.preventionfocus.net](http://www.preventionfocus.net)

# THE JOB

The Behavioral Health and Recovery Services Director is an at-will position appointed by the County Executive Officer and reports to the County Chief Operations Officer. This position oversees an approximate operating budget of \$109 million and leads an eight member senior management team who oversee the work of approximately 450 staff.

## **Budgets within behavioral health and recovery services include:**

- Behavioral Health and Recovery Services
- Alcohol and Drug Program
- Managed Care
- Mental Health Services Act
- Public Guardian
- Stanislaus Recovery Center

## **Programs and services within the budgets fall under six main categories:**

- Managed Care, Quality and Compliance
- Forensics System of Care (includes Public Guardian)
- Administrative Services
- Children System of Care
- Adult System of Care
- Consumer & Family Affairs

The BHRS Director works closely with state and federal agencies, elected officials, the County Executive Office, the Mental Health Board, and other County departments. Services are highly integrated with other County Departments, such as: Probation, Community Services Agency, Sheriff, etc. In addition, he/she will play a strategic and critical role in collaborating with our employees, foundations, committees, community-based organizations, and the community-at-large to set local priorities and ensure a holistic, client-centered approach to programs and services.



# THE IDEAL CANDIDATE

We are seeking a leader with passion, vision and dedication to serve our community. Successful candidates will be a behavioral health professional with expertise implementing complex behavioral health and recovery services and overseeing a multi-million dollar budget.

Our ideal candidate is a collaborator, innovator, an effective partner and someone who will continue our legacy as being one of the best behavioral health organizations in the State of California.

***Our candidate should also demonstrate competency in the following areas:***

**[CLICK HERE to review this position's education and employment standards.](#)**

## Leadership & Communication

- Support, mentor and guide staff to maximize their expertise and ability to work as a team.
- Provide strong leadership, vision and administrative support to County leaders.
- Assess organizational and community needs and successfully identify and hire new talent.
- Uphold public trust and lead with integrity and unquestionable ethics.
- Recognize the importance of providing consistency in decision making and leadership of staff.
- Bring together the organization to ensure BHRS divisions are working together.
- Create a path to success and provide resources and autonomy for staff to succeed.
- Be a capacity builder and move the department in a direction that is better for the community.
- Present and communicate effectively both orally and in writing.
- Develop trusted relationships and successfully influence others.
- Approachable, good listener, transparent, inspiring, and flexible.





## Programs/Services

- Possess a big picture understanding of mental health and recovery service programs.
- Maintain current knowledge of associated program developments, research and strategies.
- Develop evidence-based practices and evaluation systems that demonstrate successes and endorse accountability
- Effectively utilize evaluation data to create continuous improvement goals.
- Ensure all programs are structured to make services accessible to all.

## Partnerships/Legislative Affairs/Political Acumen

- Attend local and statewide meetings and conferences.
- Represent the County on multiple local boards and commissions.
- Keep a finger on the pulse of what is happening at the state and federal level regarding health and human services and monitor legislation and engage decision makers on recommended policy change.
- Successfully work and maintain relationships with the County Board of Supervisors and Executive Office.
- Strong partner with local law enforcement agencies.

## Business Administration/Fiscal Management

- Manage a \$109 million budget with complex, multi-funding streams and billing processes which are guided by state and federal mandates.
- Keep a pulse on systems' best practices and use technology to improve process efficiencies.
- Expertise regarding the complexities of behavioral health and programmatic financing.
- Develop and oversee the implementation of the annual budget, initiatives and strategic priorities.
- Design and facilitate improvements to service delivery systems to maximize effectiveness and access to services.
- Adhere to all fiscal and legal responsibilities as well as federal and state mandates.
- Demonstrate operational agility and effectively leverage resources.

# THE ORGANIZATION & COMMUNITY

Stanislaus County is in the heart of everything—it is located in Central California within 90 minutes of the San Francisco Bay Area, Silicon Valley, Sacramento, the Sierra Nevada Mountains and California's Central Coast. With approximately 4,100 county staff and 532,000 people calling this area home, our community reflects a region rich in diversity with a strong sense of community.

The County has an elected five member Board of Supervisors and a 2015/16 fiscal budget of \$1.1 billion. The City of Modesto is the seat of the County which has a mild climate, affordable California living, home to a vibrant arts community and the world-class Gallo Center for the Performing Arts. The area is recognized internationally for agricultural innovation and is home to California State University, Stanislaus, Modesto Junior College and other educational institutions.

Stanislaus County serves the public interest by promoting public health, safety, welfare and the local economy in an efficient, cost-effective manner. The Board of Supervisor's priorities include:

- A safe community
- A Healthy community
- As strong local economy
- Effective partnerships
- A strong agricultural economy/heritage
- A well-planned infrastructure system
- Efficient delivery of public services

As a county whole we value trustworthiness, respect for others, responsibility in being accountable for our actions and pursuing excellence, fairness in how we treat others, caring and showing concern for the well-being of others and citizenship by obeying laws and regulations.

"Teamwork is the ability to work together toward a common vision, the ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results."

—Andrew Carnegie



## HOW TO APPLY

**Send your resume to Wendi Brown by JUNE 7, 2016 for first consideration.**

Submit a cover letter and resume to Wendi Brown at:  
**wendi@wbrowncreative.com** –or– fax to: **866-224-1423**

Applications will need to be completed later in the recruitment process for candidates invited to interview. Questions? Please call:  
**541-858-0376 (direct)** –or– **866-929-WBCP (toll free)**

