



Stanislaus County
Is seeking a New
Chief Operating Officer for
Behavioral Health & Recovery Services



UNIQUE OPPORTUNITY

This is an exciting opportunity to join a Department that is known statewide for its innovative practices and forward thinking. The Chief Operations Officer (Associate Director) is the most senior leadership position in the department with the exception of the Director. This position will represent the Director in her absence and will be responsible for many of the operational aspects of Behavioral Health and Recovery Services (BHRS). The Department is an integrated behavioral health department and is looking for candidates who have experience in both mental health and substance abuse disorder treatment. The Chief Operations Officer should possess strong leadership skills and customer focus as well as a commitment to change as appropriate to sustain the Department's vision to be a leader in behavioral health and recognized for excellence.

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 exceeding 500,000, Stanislaus County is proud of its vibrant citizenry, great traditions, educational opportunities, and multi-cultural 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 services. California State University Stanislaus and Modesto Junior College are higher educational institutions located in the County. The area offers a variety of cultural events from the Gallo Center for Performing Arts and recreational opportunities such as a Minor League baseball team. San Francisco is a 90 minute drive from Modesto. Equally close is Sacramento, and the Monterey Peninsula. Eastward are the foothills of the Mother Lode gold country that leads to the majestic Sierra Nevada mountain range, Yosemite National Park, and Lake Tahoe.

COUNTY GOVERNMENT

The County is a progressive county government with a vision of "...a county that is respected for its service in the community and is known as the best in America."

BEHAVIORAL HEALTH MISSION

"In partnership with our community, our 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."

BUDGET/STAFF

The Associate Director oversees 401 full-time employees, with Fiscal Year 2014-2015 total budget of over \$89 million.

STRATEGIC PRIORITIES

Behavioral Health and Recovery Services supports the Board priority of A Healthy Community. BHRS focuses on serving individual clients needs through the Behavioral Health and Recovery Services Mental Health Services Act (MHSA) Full Service Partnership Programs, General System Development and Outreach and Engagement programs, assisting clients to improve functioning and social connectedness, decreasing homelessness for those individuals served by BHRS, and increasing the community's capacity to support emotional

health and wellness by a fully funded MHSA Prevention and Early Intervention Plan. BHRS also supports the Board priority of Efficient Delivery of Public Services by working on performance measures to improve customer satisfaction and improve efficiency of County government processes and developing a strong collaborative focus on results. BHRS is committed to leadership development, fiscal sustainability, results-based accountability, and community capacity building.

THE ASSOCIATE DIRECTOR POSITION

This position has significant responsibility for oversight of County-wide behavioral health programs. In conjunction with the Behavioral Health Director, the incumbent is responsible for formulating policy, developing goals and objectives, assisting with federal and state compliance oversight, and supervising senior management staff. This position is distinguished from the Behavioral Health Director in that the latter is a Department Head with responsibility for overall policy development, program planning, fiscal management and operation of the department.

THE DEPARTMENT

The Department is comprised of the following divisions: Quality, Compliance, and Managed Care; Administrative Services; Forensics System of Care (SOC); Children's SOC; Adult SOC; Office of Consumer and Family Affairs; SUD Program; Office of Public Guardian; and Stanislaus Recovery Center. Mental Health and Substance use disorder treatment are integrated in BHRS.

CHALLENGES AHEAD

Fluctuations in state and local budgets, staffing and programmatic changes, and new initiatives will require exceptional leadership, creativity, and problem solving abilities.

SERVICES PROVIDED

Behavioral Health and Recovery Services provides outpatient mental health services to seriously mentally ill adults and older adults, and seriously emotionally disturbed children and youth. BHRS also provides assessment and referral for inpatient mental health services, as appropriate. SUD services include education and prevention activities, outpatient, day treatment, and residential detox and co-occurring substance use treatment services for adults. The Office of Public Guardian establishes and administers LPS and Probate conservatorships. Services are highly integrated with other County Departments (Probation, Community Services Agency, Sheriff's Office, Health Services Agency and others). These services include individual, group and family counseling, rehabilitation services, case coordination, and medication.

THE IDEAL CANDIDATE

The successful candidate must have a vision for the future of the department that includes strong community development values, with a focus on stigma reduction, and proven experience in the operations and activities of a complex multifaceted department. It is essential that the Associate Director be a proven leader with a strong customer service orientation and excellent communication and interpersonal skills including multi-cultural skills, knowledge, and experience. The new Associate Director will need to support the vision, mission and values of

the organization as well as Behavioral Health Director. This will require the ability to be dynamic, open to new ideas, and someone who can offer practical solutions to challenges ahead in concert with the Senior Leadership Team. The ideal candidate can arrive at this destination from one of the following five different career paths.

EDUCATION/EXPERIENCE

1. A Physician licensed in California, with an additional two years of training in psychiatry, one year of which was administrative experience; or
2. A Psychologist licensed in California with a Doctorate degree in Psychology, supplemented by at least three years of clinical psychology experience, two years of which was administrative experience; or
3. A Clinical Social Worker, licensed in California with a Master's degree in Social Work, and a licensed Clinical Social Worker, supplemented with at least five years mental health experience, two years of which was administrative experience; or
4. A Marriage, Family, and Child Counselor with 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, supplemented with at least five years of mental health experience, two years of which was administrative experience; or
5. A Nurse, licensed in California with a Master's degree in Psychiatric or Public Health Nursing, with at least five years mental health experience, two of which was administrative experience.

TYPICAL DUTIES

Assists the Director in planning, organizing, directing, and coordinating the activities and programs of the Department; assists in establishing department goals, policies and procedures in compliance with all applicable laws and regulations.

Develops, negotiates and monitors grant and contract activities.

Represents, as appropriate, the Department with various Federal and State funding and licensing agencies.

Consults with other County departments and outside agencies in problem resolution, program development and other services and activities involving mutual customers.

Collaborates with the Behavioral Health Director and other Leadership staff in the planning and implementation of Department-wide program activities.

Actively supports the Department's and the County's vision, mission and values.

Provides leadership and consultation to staff.

In conjunction with the Behavioral Health Director, provides direct supervision to the Senior Leadership Team.

Oversees implementation of quality improvement and customer satisfaction activities.

Assists with the selection, supervision and work evaluation of assigned staff.

Consults with the Human Resources Manager and makes recommendations regarding discipline, as needed.

Conducts and integrates functions and activities of assigned programs; develops standards and methods of measurement of activities and work performance.

Represents the Department and County at regular state, local and regional meetings; attends local meetings of community groups, including the Local Mental Health Board and the Advisory Board for Substance Abuse Programs; participates on a variety of interagency committees.

Receives and responds to inquiries, concerns and complaints regarding service delivery.

Performs special assignments requiring a high degree of technical knowledge and prepares specialized reports.

Performs other duties as assigned.

LEADERSHIP/BUSINESS CORE COMPETENCIES

Building Effective Teams
Communication
Conflict Management
Customer Orientation
Effective Decision Making
Performance Development & Coaching
Ethics & Integrity
Financial & Resource Management
Managing Vision & Purpose
Organizational Performance
Management
Strategic Management & Planning

SOFT SKILLS

Personal Qualities

Strong Work Ethic
Positive Attitude
Time Management
Responsible
Possess Self-Esteem
Sociable
Flexible and Adaptable
Works Well Under Pressure
Possess Integrity

Interpersonal Skills

Active Listener
Team Player
Teaches Others
Customer Friendly
Exercises Leadership
Honors Diversity
Finds Common Ground
Collaborative
A Sense of Humor

BOARD PRIORITIES

A Safe Community
A Healthy Community
A Strong Local Economy
Effective Partnerships
A Strong Agricultural
Economy/Heritage
A Well-Planned Infrastructure System
Efficient Delivery of Public Services



COMPENSATION

\$91,395 – \$137,072 Annually*

BENEFIT PACKAGE

Health Plan coverage for employees and dependents (health, dental, vision)

Two weeks annual vacation accrual

Three weeks after one year of employment, four weeks after ten years, and five weeks after twenty years

Thirty-two (32) additional vacation hours accrued per year

Ten paid holidays annually

Forty hours (40) administrative/management leave

Term Life Insurance

Disability protection

Automobile allowance (\$200 monthly)

Portion of out of area moving expense, prior approval required

Defined Benefit Retirement plan

Ninety-six (96) hours of sick leave annually

Deferred Compensation, county contributes 1.5% of base wages

**Managers currently subject to 2% salary deduction*

Final Filing Date March 10, 2015

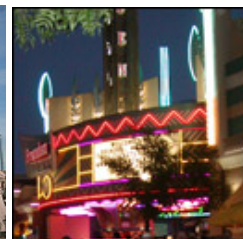
Oral Exams will be held the week of March 30, 2015

HOW TO APPLY

You can apply online at: www.stanjobs.org by clicking on the Behavioral Health Director job title and clicking on the “Apply” link. If this is the first time you are applying using our online job application, you will need to create an account and select a Username and Password. After your account has been established, you can build an application by clicking on the “Build Job Application” link. Candidates from all geographic areas will be considered.

SELECTION PROCESS

Applications will be screened in relation to the criteria outline in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews. An offer of appointment is expected after final interviews and the completion of health screening, reference, and background checks. The information contained in this recruitment brochure does not constitute an express or implied contract of employment. Any provision contained in this flyer may be modified or revoked without notice and is not legally binding.



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