



Alameda County Health Care Services Agency
is seeking our next **DIRECTOR** of **Behavioral Health**

We are seeking a **Change Agent**;
a passionate, innovative leader to work collaboratively with our
internal teams and community partners.

\$169,603.20 - \$220,480.00 Annually
Plus, an excellent benefits package!

MISSION

Our mission is to maximize the recovery, resilience and wellness of all eligible Alameda County residents who are developing or experiencing serious mental health, alcohol or drug concerns.

VISION

We envision communities where all individuals and their families can successfully realize their potential and pursue their dreams, and where stigma and discrimination against those with mental health and/or alcohol and drug issues are remnants of the past.

www.acbhcs.org

ALAMEDA COUNTY is the 7th largest county in California, with a population over 1.6 million.

VALUES

ACCESSIBLE

We welcome people of all backgrounds, identities and languages. We provide programs and treatment options that respect the diversity of Alameda County.

WHOLE PERSON CARE

We believe a flexible, holistic approach is essential for the wellness and recovery of people affected by mental health and substance use disorders. We value culturally-affirming best practices to provide the highest quality of life for the people we serve.

COMMUNITY-FOCUSED

We value education and advocacy to eliminate stigma and increase understanding of mental health and substance use disorders in all communities. We support programs and providers that inspire people and families to live full lives.

EMPOWERING

We work to help people understand their options, and empower them to make informed health care decisions.

TRANSPARENT

We strive to be transparent about how public money is spent. We prioritize the needs of people we serve and the long-term goals of the community.



ACBH works toward creating a more integrated, culturally competent, consumer and family-empowered system of care that emphasizes community-wide participation, prevention, wellness, recovery, and resiliency.

All of us at **ACBH** are proud of the system of care we have built together. We support more than 900 individual and organizational providers countywide. Over 85% of our services are delivered through contracted community based organizations and individuals.



ALAMEDA COUNTY BEHAVIORAL HEALTH is dedicated to providing the highest quality services within a managed care environment. The ideal candidate will be prepared to lead the organization by exemplifying a commitment to continuous improvement and service excellence.

THE POSITION

Under general direction plans, directs, and implements the County's Behavioral Health program; provides overall administration of the performance, stability and growth of Alameda County Behavioral Health through development of long term goals, as well as annual objectives for the organization in accordance with Board directives and legislative mandates; establishes County-wide policies, procedures, and standards for prevention, treatment, and rehabilitation of mentally ill adults, children, and youth; provides direction and supervision of senior level staff; monitors and evaluates County-operated and contracted mental health and substance use disorder programs, to ensure compliance with administrative and clinical legislative mandates, regulations, and standards; administers the preparation of the annual mental health budget; provides staff services to the Local Mental Health Advisory Board; and performs related duties as required.

For a comprehensive job description please [CLICK HERE](#)

THE PROFESSIONAL QUALIFICATIONS & IDEAL CANDIDATE

The ideal candidate for this position will also have a track record of success overseeing behavioral health care services in a managed care setting and will be highly respected as:

- **Technically adept and prepared for advancement as a Director** having achieved a thorough knowledge of the full scope of ACBH in order to be best prepared to serve as a liaison for all policy, program and fiscal negotiations.
- **A visionary who is capable of** identifying, understanding and forecasting how external issues (e.g., economic, political, social and health care trends) may impact work and who is able to motivate and inspire others by providing leadership and setting a sense of purpose for the ACBH Program.
- **A leader** who will take personal satisfaction and pride contributing as a valued organizational leader having direct policy and administrative control and overall responsibility for the provision of efficient and effective ACBH.
- **A collaborative strategic partner** who actively engages with other agencies and departments to meet overall countywide needs while leveraging financial and other resources to maximize results and achieve positive outcomes.
- **A business partner** with heightened business acumen able to build a strong organization that delivers results while exemplifying the use of resources wisely, responsibly, effectively, and efficiently.
- **Flexible** and adept at managing effectiveness of self and others when experiencing and **leading change** within new structures, processes, requirements, or cultures.
- **Capable of making a positive impact on others** by exuding an air of confidence, creating good first impressions, professionally commanding attention, and earning professional trust and respect of others.
- **An effective communicator with excellent interpersonal skills** focused on building an environment where diverse, multidisciplinary service delivery teams can work together to enhance the delivery of services for Alameda County communities.

Minimum requirements for admission to the competitive assessment process include:

There are a number of ways in which one can qualify for this position. For a comprehensive list of Education, Experience, and/or License requirements, please refer to the County job announcement at <http://www.jobaps.com/alameda/>

EXAMINATION INFORMATION

Applications will be screened using the supplemental questionnaire and according to the minimum professional qualifications and ideal candidate statements outlined in this brochure. The most qualified candidates will be invited to participate in the interview process. Meeting the minimum qualifications for the position does not guarantee advancement to the interview process; only the most suitably and best qualified candidates will be invited to participate.

Applications & Supplemental Questionnaires will *only* be accepted on-line at:

<http://www.jobaps.com/alameda/>

You will be asked to provide a resume and cover letter that may be uploaded to your on-line application.

Applications are due no later than 5:00 pm on Thursday, April 18, 2019.

For further information and/or questions, please contact:

Jordan Grow

(510) 208-3954

Jordan.Grow2@acgov.org

In addition to a competitive salary, the Director will enjoy an attractive benefits package with the following elements:

For your Health & Well-Being

- Medical and Dental HMO & PPO Plans
- Vision or Vision Reimbursement
- Share the Savings and County Allowance Credit
- Basic and Supplemental Life Insurance
- Accidental Death and Dismemberment Insurance
- Flexible Spending Accounts - Health FSA, Dependent Care and Adoption Assistance
- Short and Long -Term Disability Insurance
- Voluntary Benefits - Accident Insurance, Critical Illness, Hospital Indemnity and Legal Services
- Employee Assistance Program

For your Financial Future

- Retirement Plan - (Defined Benefit Pension Plan)
- Deferred Compensation Plan (457 Plan or Roth Plan)

For your Work/Life Balance

- 11 paid holidays and up to 4 floating holidays
- Vacation and sick leave accrual
- Vacation purchase program
- Up to 7 Management Paid Leave days
- Catastrophic Sick Leave
- Employee Mortgage Loan Program
- Group Auto/Home Insurance
- Pet Insurance
- Commuter Benefits Program
- Employee Wellness Program (e.g. At Work Fitness, Incentive Based Programs, Gym Membership Discounts)
- Employee Discount Program (e.g. theme parks, cell phone, etc.)
- Child Care Resources

**Benefit rates are dependent upon the management employee's represented or unrepresented classification.*

