



SAN JOAQUIN COUNTY

IS RECRUITING FOR

DIRECTOR OF BEHAVIORAL HEALTH SERVICES (CHIEF DEPUTY DIRECTOR—BEHAVIORAL HEALTH SERVICES)



BEHAVIORAL HEALTH SERVICES

Mission

The mission of San Joaquin County Behavioral Health Services is to partner with the community to provide integrated, culturally and linguistically competent mental health and substance abuse services to meet the prevention, intervention, treatment and recovery needs of San Joaquin County residents.



San Joaquin County
Human Resources
44 N. San Joaquin St., Suite 330
Stockton, California 95202
(209) 468-3370
www.sjgov.org/hr

THE POSITION

The Director of Behavioral Health (Chief Deputy Director—Behavioral Health Services) provides administrative oversight and strategic direction for Behavioral Health Services (BHS). The Director is responsible for leading, managing, directing and administering BHS programs, functions, budgets and activities and ensuring their compliance with all applicable laws and regulations, as well as the policies established by the Director of Health Care Services, the County Administrator, and the Board of Supervisors. The County is seeking candidates who are visionary, collaborative, and results-oriented with senior-level management experience in the area of behavioral health services, preferably in the public sector. This position is an at-will position and is exempt from the San Joaquin County Civil Service System. The Director of Behavioral Health reports to the Director of Health Care Services.

THE DEPARTMENT

Behavioral Health Services provides an array of mental health and substance use disorder treatment services, primarily for Medi-Cal beneficiaries in the County.

The department operates on the following primary core values:

- **Service** - We are dedicated to serving our community through the promotion of behavioral health and wellness.
- **Recovery** - We share a belief that all individuals can find a path towards health and well being.
- **Respect** - We value diverse experience, beliefs, and backgrounds and strive in our interactions to keep everyone's dignity intact.
- **Integrity** - Our values guide us as individuals and as an organization to be responsive and trustworthy.



SAN JOAQUIN COUNTY

A land of beauty, recreation and natural riches - from the waters of the Delta to the vines of the wine, San Joaquin County has it all.

San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy California beauty and nature, or music, arts and culture. San Joaquin County has what you're looking for.

ARTS & CULTURE



Enrichment and entertainment can be found at many venues throughout the county: the Haggin Museum, San Joaquin County Historical Museum, Children's Museum of Stockton, Stockton Arena, Stockton Symphony, Stockton Civic Theater, Bob Hope Theatre, Lodi's Hutchins Street Square, Tracy's Grand Theater, Concerts in the Park, the local colleges and many galleries. Art, music, dance and theater choices abound.

Over 60 languages are spoken in one of the most ethnically diverse communities in California.

A constant celebration of cultures is found in the numerous festivals throughout the year that invite all community members to share food, music, dance, folklore, customs and traditions.

RECREATION

San Joaquin County government operates nine community parks for boating, hiking, camping, picnicking, swimming and organized sports. The Downtown Stockton Arena and Ballpark, local college teams and sports complexes throughout the county provide both athletes and fans the chance to enjoy sporting events.

Enjoy the beauty of Lodi Lake Park and Nature Area and the Woodbridge Ecological Reserve. Mickle Grove Park offers a zoo, amusement park, the Japanese Garden and the San Joaquin County Historical Museum to delight both children and adults.

The Sacramento-San Joaquin Delta offers the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Marina to north of Sacramento and offering access to the San Francisco Bay.

AGRICULTURE

The county is one of the most agriculturally rich regions in California and is the number one producer, statewide, of asparagus. Twenty-four thousand acres of county farmland is dedicated to production of this crop.

Weekly farmers markets throughout the county offer an abundance of fresh fruit and vegetables and artisanal goods. Fruit stands and pick-your-own produce farms dot the countryside. In recent years, the leading crop in the county has been wine grapes. Over 80 wineries within the Lodi Appellation offer opportunities for tasting and special events.



EDUCATION

From preschool to higher education, the county has an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus - Stockton Center, Humphreys College and Law School, and San Joaquin Delta Community College offer a wide variety of educational choices. The county's 14 school districts and 200 school sites provide families with a wide choice for children's educational development, including traditional schools, charter schools and alternative education, in addition to an excellent selection of private educational institutions.

HOUSING

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas. Make San Joaquin County your new home. Housing ranges from new developments to established subdivisions to stately historic districts to peaceful country living and every type of housing in between.

San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

Director of Behavioral Health Services

(CHIEF DEPUTY DIRECTOR—BEHAVIORAL HEALTH SERVICES)

TYPICAL DUTIES

- ◆ Plans, organizes, and directs Behavioral Health Services programs, functions, budgets and activities; directs operations to maximize efficiency, improve service levels, reduce administrative and service provision costs, and ensure effective utilization of available resources; exercises good judgment and makes sound business decisions in managing activities; provides strategic leadership through communication, demonstration, and accomplishment of the organizational mission, vision, and values.
- ◆ Prepares and reviews reports and other materials to ensure development and maintenance of programs and standards to maintain behavioral health accreditation and licensing certification, in a fashion consistent with the principles of the Mental Health Services Act (Proposition 63).
- ◆ Through subordinate managers and supervisors, manages the work activities and responsibilities assigned to Behavioral Health Services staff; directs and administers personnel matters including employee selection, assignment, and evaluation; directs employee discipline as required; directs and oversees staff development and training.
- ◆ In conjunction with the Director of Health Care Services, directs the development and implementation of Behavioral Health Services operational policies and procedures; administers programs in compliance with legal regulations and requirements; analyzes and interprets existing and proposed legislation as well as various regulations, policies, procedures, and other directives to determine impact on operations; directs the establishment of clinical treatment programs in conjunction with medical and nursing staff.
- ◆ Works in conjunction with the Behavioral Health Officer (medical director) on matters related to behavioral health medical operations, including patient care and training programs; confers with the Director of Health Care Services in developing recommendations to advisory boards, County Administrator, and the Board of Supervisors.
- ◆ Attends meetings of the Board of Supervisors and provides recommendations on matters germane to areas of assignment; confers with management staff on policies, procedures, and workload standards, and directs changes as needed; participates on task forces and committees; represents Behavioral Health Services to outside agencies and the general public.

IDEAL CANDIDATE

The ideal candidate will possess:

- ◆ The ability to leverage the technical expertise of internal and external resources while managing competing demands;
- ◆ A passion for public service, with the desire to effectively serve vulnerable populations with respect and dignity;
- ◆ Excellent communication skills, with the ability to establish relationships, build networks, and generate resources to meet the needs of Behavioral Health Services and the community
- ◆ Superior analytical skills, integrity, and an ethical and fair philosophy
- ◆ The ability to inspire, motivate and empower staff in their professional development and to achieve established goals

APPLICATION & SELECTION

Completed application package including supplemental questions must be submitted to the Human Resources Division by the final filing date:

September 25, 2015

Apply online: www.sjgov.org/hr

OR

submit your completed application package to:

San Joaquin County Human Resources
Attn: Evelyn Oliveira
44 N. San Joaquin Street, Suite 330
Stockton, CA 95202
phone: (209) 468-8579
e-mail: eoliveira@sjgov.org

A screening panel may be used to interview the most qualified candidates. Interviews are tentatively scheduled for the week of October 7, 2015.

A background investigation will be required for all finalists. Final appointment will be conditional upon passing a drug screening test and state Department of Justice Live Scan fingerprinting. This position is appointed by the San Joaquin County Board of Supervisors.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.

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COMPENSATION PACKAGE

Annual Base Salary: \$128,274 - \$155,896

In addition to base salary, the County offers a comprehensive compensation package that includes:

- ◆ Cafeteria Plan: **\$24,022** annual amount which may be used to purchase medical, dental, and vision coverage. Unused monies are included in salary
- ◆ A 5% employer contribution to the County's 457 Deferred Compensation Plan (valued from **\$6,414** to **\$7,795** annually)
- ◆ Vacation cash-out up to 15 days annually (valued from **\$7,400** to **\$8,994**)
- ◆ An annual car allowance of **\$7,020**

Potential Cashable Compensation

	Step 1	Step 5
Annual Salary	\$128,274	\$155,896
5% Deferred Comp	\$6,414	\$7,795
Vacation Cash Out - 15 days annually	\$7,400	\$8,994
Annual Car Allowance	\$7,020	\$7,020
Cafeteria	\$24,022	\$24,022
Total	\$173,130	\$203,727

- ◆ 1937 Retirement Act plan — reciprocity with CALPERS
- ◆ 125 Flex Benefits Plan
- ◆ 12 days sick leave annually with unlimited accumulation
- ◆ 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- ◆ 14 paid holidays per year
- ◆ 10 days administrative leave per year

For more benefit information, please access the county's benefits web site at: www.sjgov.org/hr/Programs/Benefits

RECRUITMENT INCENTIVES*

- ◆ Reimbursement of qualifying moving expenses up to \$5,000
- ◆ Vacation accrual rate consistent with candidate's total years of public service
- ◆ Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

*Recruitment incentives may be available. Incentives must first be approved by the San Joaquin County Administrator's Office.

REQUIRED QUALIFICATIONS

License: Valid California licensure as one of the following:

A Licensed Clinical Social Worker (LCSW), a Marriage and Family Therapist (MFT), or a Licensed Professional Clinical Counselor (LPCC) issued by the California Board of Behavioral Sciences.

A Psychologist issued by the California Board of Psychology.

A Physician, issued by the Medical Board of California (including certification by the American Board of Psychiatry and Neurology).

Education: Graduation from an accredited university with a master's or doctorate degree required by the State of California to become licensed as a Licensed Clinical Social Worker (LCSW), Marriage and Family Therapist (MFT), Licensed Professional Clinical Counselor (LPCC), Psychologist, or Physician.

OR

License: Valid licensure as a Registered Nurse issued by the California Board of Registered Nursing (BRN), and current listing with the BRN as a Psychiatric/Mental Health Nurse.

Education: Graduation from an accredited university with a master's degree in psychiatric or mental health nursing.

AND

License: Possession of a valid California driver's license.

DESIRABLE QUALIFICATIONS

Experience: Seven years of senior-level management experience in a federal, state, or local behavioral health agency, including two years in a diverse community-based behavioral health program.



The People...

The Programs...

The Promise...

Director of Behavioral Health Services

(CHIEF DEPUTY DIRECTOR—BEHAVIORAL HEALTH SERVICES)

SUPPLEMENTAL QUESTIONS

Submit responses to the following questions along with your employment application to the San Joaquin County Human Resources Division. Number your responses and address each question separately, with a limit of one page per question. Provide a **detailed description** of your experience including **employer name, position title and dates of employment with each answer.** These questions will be reviewed in evaluating your qualifications.

1. Provide a summary of your senior-level management experience with comprehensive responsibility for behavioral health programs. Provide an organizational chart which illustrates your job title, your reporting duties, including to whom you report, who reports to you and their job titles, number of reports, and size of organization.
2. Describe your experience with preparing, managing and presenting budgets, including your role and responsibility, the amount of the budget, and the programs you were responsible for.
3. Describe your experience analyzing current and potential legislation and your experience working with representatives from local and state agencies as well as lawmakers in state and federal government.
4. Describe your experience developing and implementing clinical treatment programs. Describe the programs and your role and responsibility including number of staff reports and size of program.
5. Describe your experience working collaboratively with various community agencies, committees and boards and include information on what initiatives were involved and how they were presented.