



Alameda County Health Care Services Agency

*Is seeking a passionate, visionary leader for
an exciting career opportunity as the...*

Deputy Director Behavioral Health Care Services



\$124,155.20 - \$151,195.20 Annually

BHCS Vision Statement:

"We envision a community where 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

BEHAVIORAL HEALTH CARE SERVICES

Behavioral Health Care Services provides a full range of accessible alcohol and drug and mental health services throughout Alameda County. Services are provided directly by county staff, private providers, and through contract with community-based organizations. Our network of services currently consists of over 600 individual practitioners, more than 200 community-based agencies, 20 hospitals and other institutions. Services are available in all languages and are provided by a multicultural and multidisciplinary panel of service providers, many of whom have developed specialties that meet the often unique needs of our diverse clientele.



BHCS Mission: The mission of Behavioral Health Care Services is to provide strength-based, recovery and resiliency oriented, culturally competent, high quality, geographically accessible, integrated alcohol, drug, and mental health services to Alameda County residents of all ages. Through a network of community-based and county providers, we provide prevention, treatment, and rehabilitation services to:

- Promote recovery and resilience;
- Minimize services delivered in restrictive environments;
- Stabilize and manage symptoms and behaviors that are problematic for clients whether psychiatric in nature or related to substance use or abuse;
- Support clients in the least restrictive environment of their choice;
- Reduce the long-term adverse impacts on individuals, families and the community resulting from untreated severe emotional disorders, serious mental illness, and substance abuse;
- Reduce illness, death, disability, and the cost to society resulting from these conditions; and
- Provide crisis and recovery services following major disasters;

THE POSITION



The Deputy Director Behavioral Health Care Services, under administrative direction, plans, organizes, directs and evaluates all operations of Behavioral Health Care Services including age based systems of care: Children's, Transitional Age Youth, Adults, Older Adults, Substance Use Disorders, Primary Care Behavioral Health Integration, Family/Consumer Relations, and Criminal Justice Mental Health through subordinate administrative staff; integrates and develops continuity of care across operational units; acts as the Director, Behavioral Health Care Services in his/her absence or as designated; and performs related duties as required. This single position class reports to the Director, Behavioral Health Care Services who has overall planning, administrative and policy development responsibilities, whereas the Deputy Director serves as the Chief Operations Officer to the Director in the formulation and evaluation of programs, policies and procedures.

For a complete listing of all essential responsibilities and core competency requirements, please see the comprehensive job description at: <http://www.jobaps.com/alameda/ClassSpecs.asp>

THE PROFESSIONAL QUALIFICATIONS & IDEAL CANDIDATE

Behavioral Health Care Services 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.

Minimum requirements for admission to the competitive assessment process include:

- **Education:** Possession of a Master's degree from an accredited college or university in psychology, social work, nursing, behavioral science, public administration, health care administration or a closely related field; and
- **Experience:** The equivalent of five years of full-time progressively responsible, post-graduate professional experience, including some combination of clinical, training, research and administrative functions such as planning, evaluation, and/or program or policy development. Two years of the above experience must include supervision of subordinate supervisory staff in a mental health or behavioral health care setting; and
- **License:** Possession of a valid California Driver's License.

The ideal candidate for this position will have also demonstrated success as:

- **A leader** who has demonstrated a commitment to achieving the mission, credo, and goals of the County, while being ethical, honest, fair, and using good judgment within a political environment.
- **A visionary** who sets strategy in collaboration with others; seeks innovative ways to get things done; and enlists others in realizing the vision while adeptly working within a changing environment.
- **A strategic partner** who actively engages with other agencies and departments to meet overall county-wide 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.
- **A service delivery expert** with considerable experience managing a customer focused service organization and ensuring the highest level of service delivery to diverse customers.
- **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.
- **An advocate of professional development opportunities** who promotes personal and professional growth for self and others; and inspires and facilitates the continual learning of employees at all levels of the organization.
- **A collaborator** who believes in and inspires teamwork and collaboration by being accessible, supportive, open-minded, and empathetic; and builds and maintains constructive relationships that result in diverse work teams that better serve our diverse communities.





providing mental health & substance abuse services for the people of Alameda County ...

In addition to a competitive annual salary of up to **\$151,195.20 Annually**, the Deputy Director will enjoy an attractive benefits package with the following elements:

- MEDICAL PLANS
- DENTAL PLANS
- VISION BENEFIT
- LIFE INSURANCE
- ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE
- FLEX DOLLARS: up to \$2900 Annually*
- HEALTH FLEXIBLE SPENDING ACCOUNT
- DEPENDENT CARE ASSISTANCE
- PRE-TAX COMMUTER BENEFIT
- HOLIDAYS: 11 paid plus two (2) or four (4) floating holidays depending on bargaining unit
- PAID MANAGEMENT LEAVE: up to seven (7) days of management paid leave
- VACATION
- SICK LEAVE
- VACATION PURCHASE PROGRAM
- EMPLOYEE ASSISTANCE PROGRAM (EAP)
- DISABILITY or INCOME REPLACEMENT
- LONG TERM CARE
- SAVINGS BONDS
- DEFINED BENEFIT RETIREMENT PLAN
- DEFERRED COMPENSATION PLAN



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

Tentative Selection Schedule:

- **Deadline for Filing:** 5:00 pm on December 29, 2014
- **Best Qualified Screening:** Completed by January 16, 2015
- **Panel Interview:** Week of February 2, 2015
- **Tentative Start Date:** March 2015



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 suitable 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 December 29, 2014

For further information and/or questions, please contact: Robin Young, Human Resources Analyst III at:
robin.young@acgov.org or 510-272-6393

We are an equal opportunity employer who values diversity.