



County of Santa Cruz

Invites you to apply for:

DIRECTOR OF BEHAVIORAL HEALTH SERVICES

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Supplemental Questionnaire Required

Open and Promotional

Salary: \$176,114 - 235,934 / Annually

Closing Date: Friday, Jan 17, 2025

www.santacruzcountyjobs.com

DIRECTOR OF BEHAVIORAL HEALTH SERVICES:

The County of Santa Cruz is currently recruiting for a Director of Behavioral Health to join the Health Services Agency!

This is a once in a lifetime opportunity to lead this exciting division and have a positive impact on thousands of lives in our community! This executive management position oversees Medi-Cal specialty mental health and substance use disorder, and behavioral health crisis services provided to the community, 300 full-time employees with an annual budget in excess of \$180 million. This position is responsible for the oversight of the Medi-Cal systems of care for both Specialty Mental Health and Drug Medi-Cal Health Plans, including ensuring network adequacy, maintaining relationships with contractors, growing services to meet community needs, and sustaining high-quality services. The position reports to the Health Services Agency Director and works extensively with key stakeholders in mental health and substance use disorders on community planning and service delivery.

IDEAL CANDIDATE:

The ideal candidate is a leader, who is committed to supporting their team and reflects the values of the community it serves. The successful candidate is experienced, decisive, energetic, passionate, innovative; is empathetic, a good listener, and communicates assertively and diplomatically; understands mental health and substance use disorders services, government administration, strong financial management practices, and has demonstrated experience in successful organizational and change management. An additional desirable skill set is experience negotiating with managed care plans, and working with the CA State Department of Health Care Services, in addition to having excellent oral presentation and written communication skills. The Director of Behavioral Health will play a critical role in partnering with the senior leadership team in strategic decision making and operations as the County Health Services Agency continues to enhance its quality programming and build capacity to deliver Medi-Cal reform through CalAIM and prepare for significant changes to County Behavioral Health departments through the Behavioral Health Services Act. This is a tremendous opportunity for a highly experienced leader to maximize and strengthen the internal capacity of a well-respected, high-impact agency.





THE COMMUNITY:

STUNNING SANTA CRUZ COUNTY has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests, and rich farmland. It has an ideal Mediterranean climate with low humidity and 300 days of sunshine a year. Its unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art as well as golfing, surfing, hiking, and biking, offer a wealth of leisure activities. Higher education includes Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour's drive away. These elements of high-quality living make Santa Cruz County one of California's most desirable living areas.

In 2018, the Board of Supervisors adopted the County's first strategic plan that established a vision of the County as a health, safe, and more affordable community that is culturally inclusive, and environmentally vibrant. The strategic plan is being implemented through the County's operational plan containing specific, measurable, attainable, relevant, and time-bound objectives for achieving the County's goals and strategies. **LIVE Here, WORK Here, and PLAY Here!**

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require Fingerprinting and/or Background Investigation.

HOW TO APPLY:

Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, please call the Personnel Department at (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

SUPPLEMENTAL QUESTIONS:

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

Note: Please answer the questions below as completely and thoroughly as possible, as your answers may be used to assess your qualifications for moving to the next step in the recruitment process.

- 1.** Please describe your direct experience with behavioral health and substance use program planning and administration.
- 2.** Please describe your direct experience in working with a diverse team and how you align staff towards a common goal. Include the number of people supervised and the type of setting.
- 3.** Please describe your direct experience in providing or establishing behavioral health programming to vulnerable and diverse communities.
- 4.** Describe your direct experience in designing a behavioral health system of care for adults and children. Include a description of the key components for a system of care.



SUMMARY OF QUALIFICATIONS:

In accordance with California Code of Regulations, Title 9, Division 1, Chapter 3, Article 8, Section 620 the local Director of Mental Health Services shall be one of the following:

A. A physician and surgeon licensed in the State of California showing evidence of having completed the required course of graduate psychiatric education as defined in Section 623 to be supplemented by an additional period of two years of training or practice limited to the field of psychiatry, one year of which shall have been administrative experience.

B. A psychologist who shall be licensed in the State of California and shall possess a doctorate degree in psychology from an institution of higher education. In addition, the psychologist shall have had at least three years of acceptable clinical psychology experience, two years of which shall be administrative experience.

C. A clinical social worker who shall possess a master's degree in social work or higher and shall be a licensed clinical social worker under provisions of the California Business and Professions Code and shall have had at least five years mental health experience, two years of which shall have been administrative experience.

D. A marriage and family therapist who shall have a master's degree in an approved behavioral science course of study, and who shall be a licensed marriage and family therapist and have received specific instruction, or its equivalent as required for licensure on January 1, 1981. In addition, the marriage and family therapist shall have had at least five years of mental health experience, two years of which shall have been administrative experience. Note: equivalent experience may include demonstrated experience in assessment, diagnosis, prognosis, and counseling, and psychotherapeutic treatment of premarital, marriage, family, and child relationship dysfunctions.

E. A nurse who shall possess a master's degree in psychiatric or public health nursing and shall be licensed as a registered nurse by the Board of Registered Nursing in the State of California and shall have had at least five years mental health experience, two of which shall have been administrative experience. Additional post-baccalaureate experience in a mental health setting may be substituted on a year-for-year basis for the educational requirements.

F. An administrator who shall have a master's degree in hospital administration, public health administration, or public administration from an accredited college or university, and who shall have at least three years' experience in hospital or health care administration, two of which shall have been in the mental health field. Additional qualifying experience may be substituted for the required education on a year-for-year basis with approval of the Department.

SPECIAL REQUIREMENTS/CONDITIONS:

- Possession of a valid California Class C Driver License or the ability to provide suitable transportation which is approved by the appointing authority.
- Background Investigation: Fingerprinting is required.
- Other Special Requirements: Availability to work a flexible schedule including evenings, weekends, and holidays.

To view the list of required knowledge and abilities, please visit the County of Santa Cruz employment opportunities site at: <https://www2.santacruzcountyca.gov/personnel/Specs/PR8spec.html>

OUT OF STATE APPLICANTS ARE ENCOURAGED TO APPLY

CALIFORNIA LICENSURE IS REQUIRED AT TIME OF APPOINTMENT TO QUALIFY VIA METHODS A-E AS INDICATED ABOVE

HIGHLIGHTED BENEFIT OFFERINGS:

Medical, Dental, and Vision

Medical coverage is available through CALPERS with the County paying a majority portion of the cost for the employee and dependents. The cost of the dental plan is entirely County-paid for employees and dependents. The County pays for the cost of an employee vision plan and the employee may purchase dependent coverage.

Retirement and Social Security

Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

Life Insurance and Long-Term Disability Plan

County paid \$50,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long-term disability plan that pays 66 2/3 % of the first \$13,500, up to \$9,000 per month maximum benefits.

Paid Leave and Administrative Leave

Sixteen days vacation time allotted per year, increasing to 31 days per year after 15 years of service. Six days per year of sick pay, and the County observes 14 paid holidays per year. In addition to competitive vacation and sick leave accruals, the County provides an initial credit of one week of administrative leave at the time of appointment, plus an additional two weeks of administrative leave accrued each year. Administrative leave balance may be cashed out or used as time off.

*CalPERS retirement benefits, plus Deferred Compensation and Defined Contribution plans available. **

Candidates may be eligible for relocation assistance & advanced paid leave accrual.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.

