



County of Santa Cruz

Invites you to apply for:

DEPUTY DIRECTOR OF BEHAVIORAL HEALTH AND SUBSTANCE USE SERVICES

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Supplemental Questionnaire Required
Open and Promotional
Salary: \$134,222 – 179,962 / Annually

Closing Date: Friday, July 25, 2025

www.santacruzcountyjobs.com

DEPUTY DIRECTOR OF BEHAVIORAL HEALTH AND SUBSTANCE USE SERVICES:

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

This senior departmental management position is responsible for Systems of Care (SOCs) oversight, support and coordination of mental health and substance use services provided to the community, 300 county positions and a budget of approximately \$110 million. Administers and manages the Medi-Cal program for individuals with serious mental health needs, and crisis response system for the County of Santa Cruz. The position reports to the Director of Behavioral Health and works extensively with key stakeholders in mental health and substance use on community planning and service delivery.

IDEAL CANDIDATE:

The ideal candidate will be experienced, energetic and an innovative leader with good communication and interpersonal skills. Success in the position requires an understanding of behavioral health administration and finance, and best practice models for the treatment of mental health and substance use disorders. The Deputy Director of Behavioral Health Services 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 capacity as part of the State Medi-Cal transformation (CalAIM) as well as the State Realignment programs. This is a tremendous opportunity for a systems leader to maximize and strengthen the internal capacity of a well-respected, high-impact Agency.

IN ADDITION, THE DEPUTY DIRECTOR OF BEHAVIORAL HEALTH AND SUBSTANCE USE SERVICES WILL:

- Understand behavioral health policy and evidence based and promising practices.
- Lead with equity and trauma-informed decision-making strategies.
- Build and maintain successful working relationships with local and state stakeholders.
- Take an active role in developing, motivating, and supervising a diverse team of professionals.
- Be a strategic business-minded leader with change management and organizational development skills.
- Have excellent oral presentation and written communication skills.

DESIREABLE EXPERIENCE:

- Prior County Behavioral jurisdiction experience, or familiar with County Behavioral Health requirements
- Prior experience with Specialty Mental Health Insurance Plans and Drug Medi-Cal Organized Delivery Systems.



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.



SUMMARY OF QUALIFICATIONS:

Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

A Master's Degree in hospital administration, public health administration, public administration, psychology, social work, nursing, counseling or a closely related field from an accredited college or university

AND

Five years experience in hospital or health care administration, at least three of which shall have been in the mental health or substance abuse field. Additional qualifying experience may be substituted for the required education. A clinical license or certification as an alcohol and drug counselor is strongly desired but not required.

Thorough Knowledge of principles and methods of planning, developing, coordinating, implementing, and evaluating large, complex, community-based mental health and/or substance use programs. One or more of the following fields: psychiatry, rehabilitation, psychology, social work, psychiatric nursing, counseling, or marriage/family therapy as related to Mental Health and/or Substance Use services. Working knowledge of aims, concepts and services of effective community mental health and substance use service systems. The interrelationships of services provided by local public and private mental health agencies and organizations. The principles and practices of the various mental health and substance use disciplines and recovery-oriented services and supports. State and Federal mandates for Mental Health and Substance Use Services. Principles and practices of budget development and oversight and fiscal and contract administration in a publicly funded system. Grant writing and development of funding sources for public behavioral health programs. Principles and practices of supervision, personnel management, and workforce development.

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/PS8spec.html>

OUT OF STATE APPLICANTS ARE ENCOURAGED TO APPLY

CALIFORNIA LICENSURE IS REQUIRED AT TIME OF APPOINTMENT TO QUALIFY.

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.

