



DIRECTOR OF BEHAVIORAL HEALTH SERVICES

DEPUTY DIRECTOR OF BEHAVIORAL HEALTH SERVICES

**HEALTH SERVICES AGENCY,
BEHAVIORAL HEALTH
DIVISION
COUNTY OF SANTA CRUZ**

ANNUAL SALARY:

\$166,005–\$222,394 (Director)

\$122,845–\$164,674 (Deputy Director)

THE COUNTY OF SANTA CRUZ, HEALTH SERVICES AGENCY, is recruiting for two executives, Director, and Deputy Director of Behavioral Health. These Directors will work together to oversee the County's Behavioral Health Division's operations and mental health and substance use programs. The County seeks two health service professionals who are proven leaders and have expertise and knowledge of complex behavioral health services, associated programmatic financing acuity, and ideally, California and public sector knowledge and experience. They will effectively build a purposeful culture where employees enjoy their workplace environment, while also creating opportunities for professional development and advancement. These leaders will effectively collaborate with outside community partners, county executive leadership, and elected officials and embrace opportunities for public/private partnerships. Both will have leadership roles in developing vision, strategy, and policy. The Director will oversee a small team of four to eight direct and 300 indirect staff and an approximate budget of \$110 million and both roles will build a positive work environment, break down silos, work as a team, encourage collaboration, establish and lead with diversity, equity, and inclusion in mind, and demonstrate a commitment to trauma-informed decision-making. If you are a seasoned behavioral health professional and want to make a difference in our community, apply today!



the COUNTY/COMMUNITY

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. The County enjoys an ideal Mediterranean climate with low humidity and approximately 300 days of sunshine a year. The County's strong local economy is anchored by technology, agriculture, and tourism. The area's 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. There are numerous local higher education institutions including Cabrillo College and the University of California, Santa Cruz, with two additional state universities less than an hour away. These elements make Santa Cruz County a great place to live, work, and play!



the AGENCY



THE HEALTH SERVICES AGENCY (HSA) is comprised of five program areas: Behavioral Health, Clinic Services, Environmental Health, Public Health, and Administration. HSA is committed to providing services that meet the needs of the community, through health education, advocacy, planning, and clinical services designed to promote and protect the health of our citizens. HSA interprets and follows regulations implemented by the regulatory federal, state, and local agencies, and administers policy at the direction of the Board of Supervisors.

the POSITIONS

DIRECTOR OF BEHAVIORAL HEALTH SERVICES

The Director of Behavioral Health Services is responsible for the oversight of the systems of care for both mental health and substance use disorder services, as well as 300 full-time employees and an approximate annual budget of \$110 million. The position reports to the Health Services Agency Director and works extensively with key stakeholders in mental health and substance use on community planning and service delivery. They will work collaboratively with outside community partners, county executive leadership, and elected officials and embrace opportunities for public/private partnerships with a focus of improving the continuum of care.

DEPUTY DIRECTOR OF BEHAVIORAL HEALTH SERVICES

The Deputy Director of Behavioral Health Services directly supports the Director of Behavioral Health with staff oversight, budgeting processes, and the integration of administrative components with the Director's vision in mind. They will be a systems thinker who is responsible for operations and quality improvement. This role requires the selected candidate to have a deep understanding of behavioral health programming.

**UPCOMING
PROJECTS,
CHALLENGES, +
OPPORTUNITIES**



- « Envisioning Behavioral Health as a continuum of care
- « Maximizing Division efforts through team building and collaboration
- « Strengthening partnerships with key stakeholders

the IDEAL CANDIDATES

BOTH ROLES WILL EFFECTIVELY BUILD A PURPOSEFUL CULTURE and a positive workplace environment, mentor and develop staff with a focus on succession planning, and improve the quality of services and program outcomes. The ideal candidates should be visionary leaders who are committed to supporting their team and reflect the values of the community it serves. The successful candidates are experienced, energetic, passionate, innovative with good communication, diplomatic, have people skills, and understand mental health and substance use disorders services, government administration, finance, and evidence-based and promising practices. They with both have critical roles in partnering with executive leadership for strategic decision making and operations as the County Health Services Agency continues to enhance its quality programming and build capacity to prepare for Medi-Cal reform through CalAIM. These are tremendous opportunities for highly experienced leaders to maximize and strengthen the internal capacity of a well-respected, high-impact agency.



The Ideal Candidates Will Also...

- 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 strategic business-minded leaders with change management and organizational development skills.
- Demonstrate excellent oral presentation and written communication skills.
- Have experience with Specialty Mental Health Insurance Plans.
- Have County Behavioral jurisdiction experience or familiarity with these requirements.



EMPLOYMENT STANDARDS

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:

DIRECTOR OF BEHAVIORAL HEALTH SERVICES

- “ In accordance with California Code of Regulations, Title 9, Division 1, Chapter 3, Article 8, Section 620, the local Director of Behavioral Health Services shall be one of the following [seen here](#).
- “ Possession of a valid California class C driver license or the ability to provide suitable transportation which is approved by the appointing authority.

DEPUTY DIRECTOR OF BEHAVIORAL HEALTH SERVICES

- “ 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.
- “ 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.

Desired

- “ A clinical license or certification as an alcohol and drug counselor.



SALARY & BENEFITS

An annual salary of **\$166,005–\$222,394** (Director), **\$122,845–\$164,674** (Deputy Director), plus a **generous benefits package** that includes:

HYBRID WORK SCHEDULE.

2 days in office; 3 remote

VACATION. 16 days 1st year, increasing to 31 days per year after 15 years of service. Available after 1 year of service.

ADMINISTRATIVE LEAVE.

One week advanced upon appointment; two weeks accrued each year; can be taken in cash or time off.

HOLIDAYS. 13 paid holidays per year.

SICK LEAVE. Six days per year.

BEREAVEMENT LEAVE.

3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN. The County contracts with CalPERS for a variety of medical plans.

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).

DEFERRED COMPENSATION PLAN

DEFINED CONTRIBUTION PLAN

LIFE INSURANCE. County paid \$50,000 term policy.

LONG TERM DISABILITY PLAN Plan pays 66 2/3% of the first \$13,500, up to \$9,000 per month maximum.

DEPENDENT-CARE PLAN

H-CARE PLAN

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA)



HOW *to* APPLY

For first consideration, apply by **NOVEMBER 28, 2022**, at:

[SANTA CRUZ JOBS](#)



CLICK
LINK

SAVE THE DATES

Interviews will take place **MID-DECEMBER** through **EARLY JANUARY**. Selected candidates must be available for these dates.

Please contact your recruiter, Teresa Carrillo, with any questions: Teresa.Carrillo@santacruzcounty.us
831.454.3025

