

CAREER OPPORTUNITY

County of Santa Barbara

DIRECTOR OF ADMHS

(ALCOHOL DRUG AND MENTAL HEALTH SERVICES)



The Opportunity

As Director of Alcohol Drug and Mental Health (ADMHS) for Santa Barbara County, your vision, leadership, passion, and dedication will lead our Department's services and systems changes to best serve our community. We are seeking a health services professional who is a proven leader and has expertise regarding the complexities of behavioral health services, multi-million dollar budget oversight experience and associated programmatic financing acuity.



The County

Santa Barbara County government is a service-oriented organization with an approximate \$903 million budget, 20 departments, and a workforce of approximately 4,000 employees dedicated to providing quality services to a diverse population of 425,000. The County is governed by an elected five-member Board of Supervisors which appoints the County Executive Officer (CEO). The Sheriff, District Attorney, Auditor-Controller, Treasurer/Tax Collector and Clerk-Recorder-Assessor are also elected with the majority of the department heads appointed by the CEO.

The region is one of the most beautiful areas in California. The County covers 2,737 square miles, one-third of which is located in the Los Padres National Forest. Bordered on the west and south by the Pacific Ocean, the County has 110 miles of coastline. The County is well-known for its mild climate, picturesque coastline, scenic mountains and numerous parks and beaches. It has four distinct areas: Santa Barbara Coast, Santa Ynez Valley, Santa Maria Valley, and Lompoc Valley. Together these areas contribute to the unique profile of the County, blending the characteristics of each area into one world-class county and a great place to work, live and play.

The Department

ADMHS has been focused on systems change efforts for the past two years and the incumbent will join us at an exciting time of change and improvement. Our goal is to ensure sufficient capacity at all levels of care along the continuum and seamless and coordinated transitions. Our broad strategy is to strengthen prevention, early intervention, and outpatient programs. We orient services that will focus on:

- being more welcoming,
- inclusive,
- transparent,
- accountable,
- responsive,
- recovery oriented,
- trauma-sensitive,
- culturally competent,
- integrated,
- co-occurring and complexity competent, and
- fiscally responsible.

Joining Santa Barbara County is an opportunity to make a difference in how mental health services are delivered in our County and become a model for statewide best practices.

ADMHS' mission is to promote the prevention of and recovery from addiction and mental illness among individuals, families, and communities by providing effective leadership and delivering state-of-the-art, evidence-based and culturally competent services. Annually, ADMHS provides treatment, rehabilitation, and support services to approximately 7,600 mentally-ill clients and 4,500 clients with substance use disorders. The Department currently employs 281 FTE and has secured approval to expand this number to 409 FTE by the end of FY 14-15. The Department also contracts with approximately 23 community based providers.

***“Santa Barbara county’s core values:
accountability, customer-focus, and efficiency”***

***“We work to help each client achieve the wellness
inherent in recovery”***

The Position

The ADMHS Director is appointed by the Board of Supervisors and is under the general direction of the Board with a reporting relationship to the County Executive Officer (CEO). This position oversees an operating budget of \$106.5 million, a capital budget of \$324,000, five budget programs and five executive direct reports, and provides services in various locations throughout North and South County.

The Department's budget programs include:

Administration and Support, Mental Health Inpatient and Outpatient Services, Mental Health Community Services Programs, and Alcohol and Drug Programs. ADMHS provides services through a system of both community-based and County-operated services including:

- Child and Adult Outpatient Clinics
- Child and Adult Crisis Services
- Inpatient services, including a 16 bed Psychiatric Health Facility (PHF)
- Contracted Adult and Children's services through community based organizations
- Contracted inpatient acute and long-term psychiatric beds
- Alcohol and Drug Programs, both internal and contracted

The Director works closely with state and federal officials, legislators, the County Executive Officer (CEO) and Assistant CEO, Board of Supervisors, Mental Health Commission, Alcohol and Drug Advisory Board and other departments such as Public Health, Social Services and Probation. In addition, he/she plays a strategic and critical role in collaborating with our employees, nonprofit organizations, foundations, committees, community-based organizations, and the community-at-large to set local priorities and ensure a holistic, client-centered approach to programs and services and ensure our behavior health system upholds the adopted vision and guiding principles over time.

“Our services are efficient, integrated, evidence-based and delivered with respect, preserves client dignity and provide every client”



The Ideal Candidate

Our ideal candidate is an experienced organizational leader who is masterful at leveraging the technical expertise of internal and external resources and a proven professional with strong communication skills. The individual will also be politically astute, and have a track record of partnering, collaborating, building strong relationships, and embracing diversity. He/she will understand, value, validate, and build on the work that is already being done and continue to develop systems, partnerships, and our organizational vision to obtain our goals. With a passion for public service and a desire to serve those in need, the ADMHS Director will be dedicated to supporting the dignity of social, ethnic, and cultural values through collaborative assessment and delivery of services.

Ideal/Preferred background and credentials

include: Knowledge, Experience, and Education:

- An administrator with a master's degree in hospital administration, public health administration, or public administration, or closely related field from an accredited college or university, with at least three years of experience in hospital or health care administration, and considerable experience in the mental health field.
- Other ideal licensure could include a California licensed: physician, psychologist, clinical social worker, MFT, or nurse. [CLICK HERE](#) to read more details regarding ideal licensure and experience combinations.
- Knowledge of and/or experience in a California county system is ideal, or executive/administrative capacity of comparable level in a state or federal agency; and experience with behavioral health programs, financing, mandates, laws, systems, regulations, and federal healthcare changes.
- Foster and achieve a work environment where employees are valued for their knowledge and expertise.

The County's leadership competencies include: intensity, commitment, influential, ethics, craftsmanship and resiliency. The ADMHS Director will demonstrate these competencies in the following ways:

Programs and Services

- Provide quality and timely programs and services to all county residents in need.
- Enhance and integrate behavioral health care and treatment services.
- Expertise in co-occurring and complex disorders, integrated care, and wrap around services.
- Clinical understanding of the values of the system and the experiences of people receiving help.
- A big picture understanding of the complexity of services provided.
- An ability to be instrumental while implementing or managing: Affordable Care Act, call center networking, Katie A, MediCal, peer based strategies, etc., Countywide.
- Maintain current knowledge and expertise on program developments, research, and strategies.
- Effectively use and translate evaluation and program improvements into continuous process and program improvements.
- Create communications that promote results-based accountability.
- Understanding of the Mental Health Services Act program and its Guiding Principles.

Leadership / Strategic Acumen

- Assist and guide executive staff to maximize their expertise and ability to work as a team.
- Provide a supportive environment for mental health service providers.
- Provide mentoring to build the department for the future.
- Incorporate strategic approaches to overseeing multiple programs and fiscal responsibilities.
- Continue recent improvements in organizational culture change and executive leadership guidance.
- Ability and experience successfully working with labor-management groups.
- Approachable, good listener, transparent, inspiring, flexible.

Operations / Business / Administration / Fiscal Management

- Manage a multi-million dollar budget with complex, multi-funding streams and billing processes which are guided by state and federal mandates.
- Keep a pulse on systems' best practices and use technology to improve process efficiencies.
- Expertise regarding the complexities of behavioral health and programmatic financing.
- Develop and oversee the implementation of the annual budget and key strategic priorities.
- Design and facilitate improvements to service delivery systems to maximize effectiveness.
- Adhere to all fiscal and legal responsibilities as well as federal and state mandates.
- Oversee compliance with all state reporting and audit requirements, policies, and required fiscal controls.
- Demonstrate operational agility in implementing guidelines that have a direct impact on client's welfare.

Public / Partner Relations

- Build and sustain effective relationships with diverse cultural, linguistic, and socio-economic communities, as well as family members.
- Develop effective public and private partnerships to leverage services and better serve the community.
- A clear understanding that ADMHS is part of the entire network of County services.
- Engage officials and key decision makers on policy and measures that could affect our services.
- Collaborate, convene, and motivate groups of people and engaging all the partners in a common direction.

Communications / Relationship Building

- Use excellent verbal, public speaking, media relations and written communications skills to clearly articulate our vision and represent the Department to diverse audiences.
- Facilitate meetings, planning sessions, stakeholder processes, and partnering services.
- Make clear, effective, and informative reports to the Board of Supervisors.

“We value ongoing improvement”



The Benefits

The salary for the Director of ADMHS is dependent upon qualifications. The County offers an attractive benefits package, to [VIEW BENEFITS DETAILS CLICK HERE](#). Santa Barbara County offers a generous hiring incentive program, up to \$20,000 (governed by Board policy). At the discretion of the CEO and Board of Supervisors, the County may provide flexible relocation assistance, housing and student loan offsets, cash incentives, and/or vacation and sick leave pre-accruals in the interest of attracting the best talent to the organization.

Selection Process

Applications will be reviewed to determine those candidates who meet the minimum qualifications and who are best qualified for this position. We will have selection interviews with top candidates. Candidates of interest selected beyond that point will undergo a background and reference check. Other requirements/requests may be needed for final candidate/candidates (e.g., need for a California Driver's License, Medical Examination, etc.).



How to Apply

Apply by **August 13, 2014** and submit cover letter, resume, and current salary information to Wendi Brown at:

- Email to: wendi@wbrowncreative.com or
- Fax to: **866-224-1423**

Completion of a County of Santa Barbara application is also required at www.sbcountyjobs.com. Please contact Wendi Brown with any questions:

- **541-858-0376** (direct)
- **866-929-WBCP** (toll free)

The County is an equal opportunity employer. Women, members of minority groups, persons with disabilities, and veterans are encouraged to apply; requests for accommodation by people with disabilities will be given thorough consideration.

“We provide the highest quality of care and services to aid rehabilitation”

“We strive to align ADMHS internal components with our organizational partners and other county health and human service systems”