

CAREER OPPORTUNITY

*Tuolumne County is
a place where all citizens
enjoy opportunities
to thrive in a safe,
healthy and productive
community.*



Behavioral Health Director TUOLUMNE COUNTY

SALARY: \$124,370 – \$151,830 DOE/DOQ

Tuolumne County is looking for a Director of Behavioral Health. The County seeks a leader with passion, experience, vision, and dedication to serving our community. The successful candidate will be a behavioral health professional with expertise implementing behavioral health and recovery services and overseeing a multi-million dollar budget with complex and blended funding sources. The Director also manages significant community and provider contracts. Our ideal candidate is a collaborator, innovator, and team builder.



the community

Tuolumne County is located in the heart of the California “Mother Lode” gold country region in the foothills of the Sierra Nevada mountain range. Just 125 miles east of San Francisco, south of Lake Tahoe, and home to Yosemite National Park and the Stanislaus National Forest, the area abounds with recreational opportunities and beautiful scenery with many lakes, rivers, hiking trails and ski areas within its boundaries. Tuolumne County is rich in California history and visitors can step back in time at Columbia and Railtown 1897 State Historic Parks. A strong arts and cultural presence is felt through the Tuolumne County Arts Alliance, live theater venues, art galleries, special events, and museums. A small community atmosphere is prevalent throughout the County and is the hallmark of Sonora, the county seat and only incorporated city, as well as the towns of Twain Harte, Columbia, Groveland, Jamestown, and Tuolumne.



the department

The Behavioral Health Department is part of the Human Services Agency. Our Agency's Departments include:

- ⇒ Behavioral Health
- ⇒ Social Services
- ⇒ Public Health
- ⇒ Veterans Services Office
- ⇒ Ambulance Services

BEHAVIORAL HEALTH DEPARTMENT

Behavioral Health provides integrated mental health services to children, adults, and older adults with a serious mental illness, and we provide outpatient alcohol and drug treatment and prevention services. We provide these services through a system of both community-based and county-operated services. Our Department has a strong emphasis on partnering with consumers and families, providing culturally competent services, and is dedicated to serving those most vulnerable in our community. Our mission is to provide respectful, culturally sensitive, and strength-based behavioral health services that provide wellness, self-sufficiency, and recovery from mental illness and/or addiction. Our services include:

Crisis, Assessment & Intervention Services: response to mental health crisis and emergency psychiatric support services. This includes telephone and face-to-face support and intervention, and connecting clients with community services and resources.

Outpatient Mental Health Services: Assessment and treatment planning, medication services, brief therapy, case management, and group therapy.

Outpatient Alcohol and Drug Treatment Services: Assessment & treatment planning, alcohol and drug treatment, dual diagnosis treatment, perinatal treatment, adolescent brief intervention program, and Court ordered programs.

Mental Health Services Act (MHSA) Program: Supporting and expanding county mental health services to children, adults and seniors with severe mental illnesses.

CHALLENGES & OPPORTUNITES

- ⇒ Expand evidence-based programs in our new jail scheduled to open in 2019.
- ⇒ Expand community communication campaign to educate the public on the services the County provides and how we work with our community-based partners.
- ⇒ Enhance partnerships with community partners and neighboring counties.
- ⇒ Hire a new Clinical Manager and address future openings to build your own team.
- ⇒ Work with agency staff to review and make recommendations regarding LPS conservatorship program processes.

RECENT ACCOMPLISHMENTS

- ⇒ Expanded our peer support role in our community—over the past four years opened a peer support center allowing individuals to maintain their recovery.
- ⇒ Developed our Quality Improvement Program and hired a QI program coordinator to strengthen the quality of our services and ensure program compliance.



the position

The Behavioral Health Director is a passionate, experienced visionary who is dedicated to serving our community. This position reports to the Director of the Human Services Agency or Assistant Agency Director and oversees an approximately \$11 million budget, with a department staff of 68. The successful candidate will have expertise implementing complex behavioral health and recovery services and overseeing a multi-million dollar budget with *blended* funding streams. The Director will manage significant community and provider contracts and is a successful collaborator with our internal and external partners. This position officially serves as the County's Mental Health Director, Alcohol and Drug Administrator, and Head of Service.



the ideal candidate

TECHNICAL PROGRAMS & SERVICES

The Behavioral Health Director will...

- ⇒ Be reform minded and a catalyst for ongoing process improvement.
- ⇒ Design and facilitate improvements to service delivery systems to maximize effectiveness and access to services.
- ⇒ Oversee all Behavioral Health programs and services.
- ⇒ Take a big picture perspective regarding mental health and recovery service programs.
- ⇒ Maintain current knowledge of program development, research, and strategies.
- ⇒ Develop evidence-based practices and systems that demonstrate successes and endorse accountability.
- ⇒ Effectively utilize evaluation data to create continuous improvement goals.
- ⇒ Ensure all programs are structured to make services accessible to all.
- ⇒ Provide advice, guidance and testimony as requested by the Court.
- ⇒ Keep a pulse on systems' best practices and use technology to improve process efficiencies.

Communication, Community Outreach, Partnership:

- ⇒ Advocate for “Gold Standard Service” to the County’s customers.
- ⇒ Present and communicate effectively both orally and in writing.
- ⇒ Be approachable, a good listener, transparent, inspiring, and flexible.
- ⇒ Attend local and statewide meetings and conferences.
- ⇒ Represent the County on multiple local boards and commissions.
- ⇒ Stay up-to-date on what is happening at the state and federal level regarding legislation, and engage decision makers on recommended policy change.
- ⇒ Be a strong partner with local law enforcement agencies and the Courts.
- ⇒ Make public presentations, including Board of Supervisors’ meetings.

Leadership and Administration:

- ⇒ See the big picture and translate policy direction into specific action with desired results.
- ⇒ Be a problem solver who always looks for ways to make positive things happen.
- ⇒ Be resourceful and solution oriented.
- ⇒ Prepare and oversee an \$11 million budget.
- ⇒ Lead a department staff of approximately 68, with several direct reports.
- ⇒ Oversee the application and administration of grant programs.
- ⇒ Be a visionary for the organization and community.
- ⇒ Support, mentor and guide staff to maximize their expertise and abilities.
- ⇒ Provide strong leadership, vision, and administrative support to County leaders.
- ⇒ Assess organizational and community needs and hire new talent.
- ⇒ Uphold public trust and lead with integrity and unquestionable ethics.
- ⇒ Recognize the importance of providing consistency in decision making.
- ⇒ Provide resources and autonomy for staff to succeed.
- ⇒ Be a capacity builder and move the department in positive direction for the future.
- ⇒ Develop trusted relationships and successfully influence others.
- ⇒ Comply with Federal, State and local laws and regulations.
- ⇒ Have strong team building skills.

MINIMUM QUALIFICATIONS

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. Required licenses and certifications include the following:

- ⇒ Possession of a current and valid license in Social Work; Psychology; Marriage, Family and Child Counseling, or a related field.
- ⇒ Must have **one of the six** criteria identified by California Administrative Code Title 9 section 620; [CLICK HERE TO READ THE SIX CRITERIA.](#)
- ⇒ Must successfully complete a background, drug screen, and reference check process.
- ⇒ Possession of a California driver’s license and a satisfactory driving record.

salary & benefits

— \$124,370–\$151,830 per year —

- ⇒ Retirement: CALPERS Tier is dependent upon hire date or prior service/reciprocity.
- ⇒ Cafeteria Program: \$1,100–\$1,869 contributed towards health benefits, or \$500 cash out option per month
- ⇒ Life Insurance: County-paid \$100,000 life insurance policy
- ⇒ Personal Leave: 80 hours management leave and 180 hours personal leave, increases with years of service
- ⇒ Holidays: Eleven (11) paid holidays per year
- ⇒ Deferred Compensation: Multiple plan providers available, including CalPERS.



how to apply

— For first consideration please apply by **JULY 7, 2017!** —

Please send cover letter and resume to: kphipps@co.tuolumne.ca.us
(All applicants invited to interview will be asked to complete a County application.)

INTERVIEW TIMELINE

*Mark your calendar for these Important Dates: **JULY 24–28, 2017**—exact dates to be determined.*

QUESTIONS?

Call **Kimberly Phipps** at 209-533-6957 or email kphipps@co.tuolumne.ca.us

Tuolumne County is an Equal Opportunity Employer. Arrangements may be made to accommodate applicants with disabilities.