

CHIEF OPERATING OFFICER **CENTER POINT**

SALARY RANGE: \$165,000–\$185,000 DOE/DOQ

OUR MISSION: Provide comprehensive social, educational, vocational, medical, psychological, housing and rehabilitation services to combat social problems such as substance abuse, poverty, unemployment and homelessness.

Center Point, a nonprofit, multi-state, California-based agency providing outpatient and residential behavioral health, housing and vocational services, seeks a Chief Operating Officer

(COO). Our ideal candidate will be a leader with passion, experience, vision and dedication to serving our communities. The successful candidate will be a behavioral health professional with vast knowledge of California's behavioral health and recovery services, and experience overseeing the inner workings of a complex multi-million dollar organization with several facilities and services offered across a vast geographic area. Additionally, the ideal candidate will be an innovative executive leader who is passionate about collaborating across health and human services agencies in various local and state agencies, and other community-based organizations.

The candidate must be dedicated to health equity and cultural humility and have experience working with persons, and their families, living with mental health, housing, and substance use challenges. *Apply today to join our team and make a difference in the lives of the thousands of individuals we serve.*





THE COMMUNITY

MARIN COUNTY, CALIFORNIA, is home to a community of approximately 250,000 engaged and culturally diverse residents. Marin is located in the North Bay across the Golden Gate Bridge from San Francisco and adjacent to the vineyards of Napa and Sonoma Counties. Marin is a highly desirable place to live and is known for its combination of rural and suburban lifestyles, excellent schools, entertainment and recreational activities, and a mild climate year-round. Outdoor recreation in Marin County includes whale migration and bird watching, garden tours, golf, hiking, running, mountain biking, horseback riding, sail boarding, surfing, fishing, boating, kayaking, and canoeing.





The Organization: Who We Are

For more than four decades Center Point has provided the foundation for change for many families and individuals by assisting them to become responsible members of our communities and we have established a reputation as a leader in the field! Center Point's services facilitate the process of rehabilitation by helping individuals reclaim self-worth and dignity. Typical clients include veteran, homeless, incarcerated, ex-offenders who need employment, and individuals with mental health and/or substance abuse problems. Equipped with new skills for living and working, and assisted with employment and housing, Center Point program graduates return to their communities ready to assume responsibility for themselves and others. Click [HERE](#) to learn more about our history, or go to www.cpinc.org.

Center Point, Inc. has expanded over the years to become one of the nation's leading health and social services agency with programs in California and Texas; and is a large contract service provider for many correctional institutions and multiple counties therein. Today, Center Point serves more than 4,000 men and women each year providing comprehensive, evidence-based services for homeless individuals, veterans, substance users, women with children, families, adolescents, those who are unemployed and those involved with the criminal justice system.

—AGENCY GOALS—

Provide a range of cognitive, behavioral and psychosocial skills training aimed at enhancing personal, moral and social responsibility.

Develop educational, vocational and interpersonal skills to promote personal and social productivity.

Create value-based opportunities which maximize successful pro-social community integration.

Improve the quality of life.

Center Point offers a wide range of treatment options and social services for at risk individuals. Services include:

- **Assessment & evaluation**
- **Outpatient treatment**
- **Residential programs**
- **Transitional & permanent housing**
- **Job preparation training, vocational programs, & job placement assistance**
- **Case management**
- **Specialized gender-appropriate services.**

Ongoing support is provided through continuing care, aftercare, transitional housing and supportive services.



The Position

The Chief Operating Officer is an at-will position that reports directly to the Chief Executive Officer (CEO), however works closely with a nine-member Board of Directors. This position is a newly created role that will oversee the inner workings of Center Point operations including programs, facilities and real estate, administration and, grant management and finance (including payroll, MIS, HR); including a \$27MM – \$35MM budget. This person will have shared responsibility of overseeing approximately 270 staff, and community and client relations, board reports and presentations. We are currently in five state prisons in California, and provide services in five, soon to be six, counties in California (contract agency for county behavioral health services) and we have a Veteran's program in Austin, Texas (referrals, contracts with inpatient treatment, contract, etc.).

CURRENT / FUTURE CHALLENGES & OPPORTUNITIES

- **2016, launched a new electronic medical health records system (Wellgent), and upgraded financial system software**
- **Changed payroll companies**
- **Recertified residential treatment** facilities with CARF (required every 3 years)
- **New program** launching January, 2019 in Napa County –withdrawal management/ detox and residential program
- **Fundraising**—marketing our services and expanding into other areas



EMPLOYMENT STANDARDS

- Any combination of education, experience, and training that would likely provide the knowledge and abilities listed herein. Typically, this includes:
 - A Bachelor's and Master's degree in health care administration, public health, psychiatric nursing, psychology, sociology, counseling, public administration, business administration or a related field from an accredited college or university, *and*
 - Knowledge of California policy related to health and human services.
- By time of hire, obtain a valid California Driver's license and maintain a satisfactory driving record.
- Pass a satisfactory background and reference check process.



The Ideal Candidate

The COO will...

Be Business Savvy/a Leader/an Administrator

- Provide inspirational leadership, direction, and coaching.
- Create a performance-based organizational culture and performance measures.
- Provide fiscal oversight and accountability of a multi-million budget, including budget development, revenue forecasting, grants and loan management.
- Be a strategic thinker, creative problem solver, and accountable decision maker.
- Be politically savvy and able to address complex issues in public settings.
- Plan and manage short- and long-term growth.
- Serve as Acting CEO in the absence of the CEO.
- Provide strategic, operational and tactical leadership to executive and Board leadership.
- Actively play an integral role in leadership teams, having the credibility and business knowledge to contribute to the overall business decisions.
- Be adept at contract negotiations, development and performance oversight.
- Be self-directed, motivated, resilient, and flexible.
- Possess energy and enthusiasm for alternative approaches to project execution and organizational initiatives and collaboration with other community agencies (city, county and state).
- Have a "can do" attitude, and be a team player.
- Develop and create partnerships, build consensus, and bring harmony and cohesion.
- Provide guidance on multi-year program planning.

Be Empathetic & Passionate/ Be a Trust Builder & Program Champion

- Have knowledge of California's drug medical waiver.
- Balance a combination of clinical acumen, and economic and political savvy.
- Take assertive action to improve equity in communities served by HHS.
- Value the importance of diversity in the workplace.
- Lead with integrity, transparency and ethical behavior.
- Understand the value of connecting with consumers' family members for successful recovery.
- Endorse accountability through data and evidence-based practices.
- Work across systems of care and break down barriers and silos.
- Consider innovative service delivery models to improve access to services.
- Prioritize resources based on greatest need and return on investment and adjust accordingly.
- Real estate acumen for oversight of facilities and related properties.

Be a Community Partner/a Communicator/a Collaborator

- Build trust and value the importance of connecting with other community organizations.
- Partner with the CEO in representing the organization with external stakeholder groups.
- Serve as the organization's key organizational leader on issues regarding financial management, information technology, security, health and safety, procurement, and facilities.
- Use effective, clear and concise communication and presentation skills.
- Operate within a strong ethical framework and strive to uphold the public trust while improving accountability, customer service, and efficiency.
- Oversee the effectiveness of complex billing and funding streams.



SALARY & BENEFITS

Annual Salary **\$165,000–\$185,000 DOE/DOQ**, and an attractive benefits package that includes:

Retirement/Pension

Insurance. Health, dental and vision and long term disability

401 K plan

Vacation: 15 days per year

Leaves: Bereavement, personal, sick leave

Holidays: 10 days per calendar year.



HOW TO APPLY

For first consideration apply by **DECEMBER 22, 2018**.

Apply at: wbrowncreative.com/job-board/

SECURE THE DATES!

Interviews will be held on **JANUARY 23 & 24**; (candidates invited to interview will need to be available for both days)

Please contact your recruiter, **Wendi Brown**, with any questions:

866.9227.WBCP (toll free) | **541.664.0376** (direct) | wendi@wbrowncreative.com