



C A R E E R O P P O R T U N I T Y

DIRECTOR OF BEHAVIORAL HEALTH

COUNTY OF SAN BERNARDINO SAN BERNARDINO, CALIFORNIA

ANNUAL SALARY: \$209,393.60–\$298,604.80 DOE/DOQ*

THE COUNTY OF SAN BERNARDINO, CALIFORNIA, is seeking a visionary, strategic, and transformational leader to serve as its next Director of Behavioral Health.

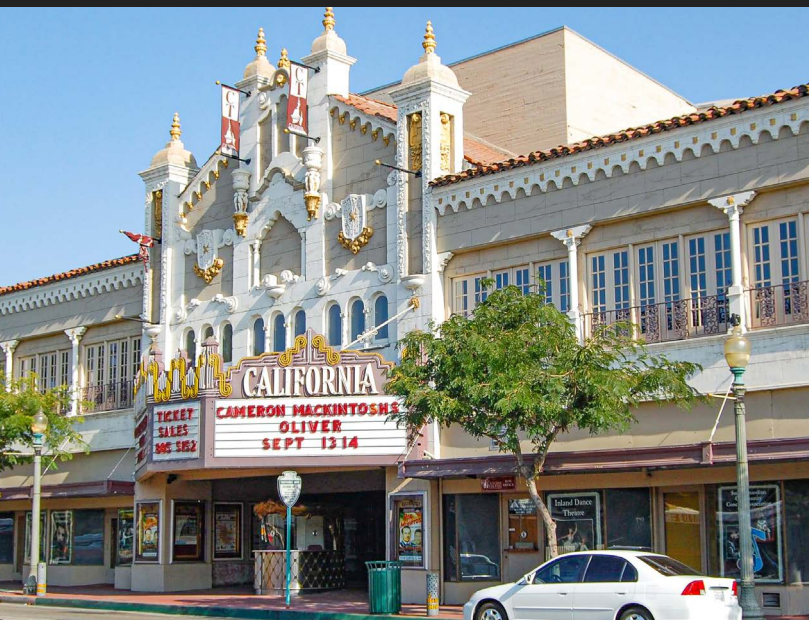
This is a unique opportunity to lead one of California's largest and most complex behavioral health systems at a pivotal time of growth, investment, and system-wide transformation. The County is advancing major initiatives to expand services, strengthen outcomes, and build a more integrated continuum of care to better serve its diverse communities. The Director guides these efforts, leading organizational change, aligning strategy with evolving state and local priorities, and fostering collaboration across a broad network of stakeholders. The ideal candidate brings a strong foundation in behavioral health systems, along with the emotional intelligence, executive presence, and strong communication skills needed to achieve measurable outcomes, accountability, and continuous improvement. *Turn vision into impact for the San Bernardino County community, apply today!*





THE COMMUNITY

SAN BERNARDINO COUNTY HAS A BEAUTIFUL NATURAL ENVIRONMENT with towering mountains, lush palm trees, and a colorful variety of desert plants. The surrounding landscape provides a plethora of recreational opportunities, from boating on the serene waters of Lake Arrowhead, exploring vast desert vistas at Joshua Tree National Park, and hiking the arid expanses of the Mojave National Preserve. Beyond its stunning beauty, the County is a hub of economic activity, with sectors ranging from logistics and manufacturing to healthcare and tourism. It is also located near larger urban areas like Los Angeles and Orange County, providing access to additional amenities such as entertainment and dining options. The County's history is deeply rooted in the pioneering spirit of the American West, evident in its numerous historic sites, museums, and cultural landmarks. The County spans 20,105 square miles with 24 incorporated cities, and is home to 2.2 million diverse residents. It also boasts reasonable costs of living in the State of California, approximately 20% lower than the State average!



THE COUNTY

SAN BERNARDINO COUNTY, THE LARGEST COUNTY in the contiguous United States by area, has 27,000+ full-time employees and manages an annual budget of approximately \$10.6 billion. It is comprised of 42 departments and agencies, which are staffed by dedicated public service professionals who provide a wide range of vital services. The County's organizational culture is defined by four pillars: value, innovation, service, and vision.

[LEARN MORE](#)



THE DEPARTMENT OF BEHAVIORAL HEALTH

THE DEPARTMENT OF BEHAVIORAL HEALTH (DBH) PROVIDES MENTAL HEALTH and substance use disorder services to residents, who are experiencing mental illness or substance abuse challenges. With more than 1,700 staff and contracted positions and an annual budget of approximately \$796.7 million, the Department operates a network of outpatient clinics and specialized programs throughout the county, including locations in Apple Valley, Rialto, Ontario, Fontana, San Bernardino, Barstow, Victorville, and Needles. DBH offers a comprehensive system of care that includes prevention, early intervention, crisis response, outpatient treatment, and recovery support services for children, youth, adults, and older adults. It serves individuals experiencing serious mental illness, emotional disturbances, or substance use disorders, with particular focus on residents who are uninsured or enrolled in Medi-Cal. Services are delivered through county-operated clinics, community partnerships, and contracted providers to ensure access across the county's large geographic area. Through these programs, the Department works to improve behavioral health outcomes and support individuals and families in achieving stable, healthy, and productive lives while promoting wellness, recovery, and resilience throughout the community. The Behavioral Health Department is recognized nationally, earning **14 National Association of Counties** awards in 2025!

[READ ABOUT THE DEPARTMENT](#)





THE JOB

THE DIRECTOR OF BEHAVIORAL HEALTH SERVES AS THE COUNTY'S chief executive for behavioral health services, providing strategic leadership and oversight of a large, complex system delivering mental health and substance use services across San Bernardino County, including up to seven direct reports and the departmental budget. Reporting to the Assistant Executive Officer – Health & Housing, this role is responsible for advancing system transformation, strengthening service delivery, and ensuring alignment with evolving state policies and community needs. The Director plays a critical role in driving organizational change, improving outcomes, and fostering collaboration across departments and external partners.

Key Responsibilities Include:

- Providing executive leadership for the County's Behavioral Health Department, overseeing the planning, delivery, and evaluation of all programs and services
- Administering a comprehensive behavioral health system, including maintaining a coordinated public/private service network and supporting community consultation, education, and referral services
- Preparing and managing the Department's annual plan and multi-million-dollar budget, ensuring alignment with strategic priorities
- Ensuring compliance with all federal, state, and local laws and regulations governing behavioral health programs and providers
- Collaborating with healthcare systems, housing providers, justice partners, and community organizations.
- Assessing community needs and guiding service delivery standards, policies, and program effectiveness while monitoring legislative and regulatory changes
- Overseeing contracts and procurement, including negotiating service agreements and securing diverse funding sources
- Serving as a key liaison to executive leadership, the Behavioral Health Commission, and state, federal, and community partners
- Directing reporting, data analysis, and key documentation to support accountability and informed decision-making
- Leading and developing a large, multidisciplinary team, fostering collaboration, accountability, and high performance

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A VISIONARY, STRATEGIC, AND TRANSFORMATIONAL

leader with high emotional intelligence and a proven ability to lead complex organizations through change. This individual brings strong organizational planning and leadership experience, with the ability to assess systems, identify opportunities for improvement, and implement solutions that drive measurable results. They are a confident, data-driven decision-maker who exercises sound judgment and effectively navigates complex environments, balances competing priorities, and serves as a trusted thought partner to executive leadership.

The ideal Director is highly collaborative and skilled at building meaningful partnerships across departments, agencies, and community stakeholders, with a clear understanding of how to engage partners with purpose. They are an effective communicator who can translate complex ideas into clear, accessible language for diverse audiences, while fostering transparency and data-sharing across multidisciplinary teams. With a strong focus on outcomes, accountability, and continuous improvement, this leader is capable of empowering staff, strengthening accountability, and fostering a collaborative culture, while bringing a problem-solving mindset, foresight, and a willingness to embrace new ideas and perspectives. Grounded in compassion for the work and the populations served, they will unify teams and cultivate a culture of trust, stability, and shared purpose. Experience in behavioral health systems, including substance use disorder services, Care Court/CARE Act initiatives, and long-term care, is highly valued.



The ideal candidate will demonstrate the following core competencies:

Organizational Planning & Leadership: Brings structure and accountability to a large, complex organization by reducing silos, clarifying roles, and advancing a more strategic, empowered, and outcomes-focused culture.

Political Acumen: Anticipates impacts of decisions and navigates sensitive issues with sound judgment and awareness of broader implications.

Systems Perspective: Sees connections across programs, funding streams, and partners, using a big-picture lens to improve overall system performance.

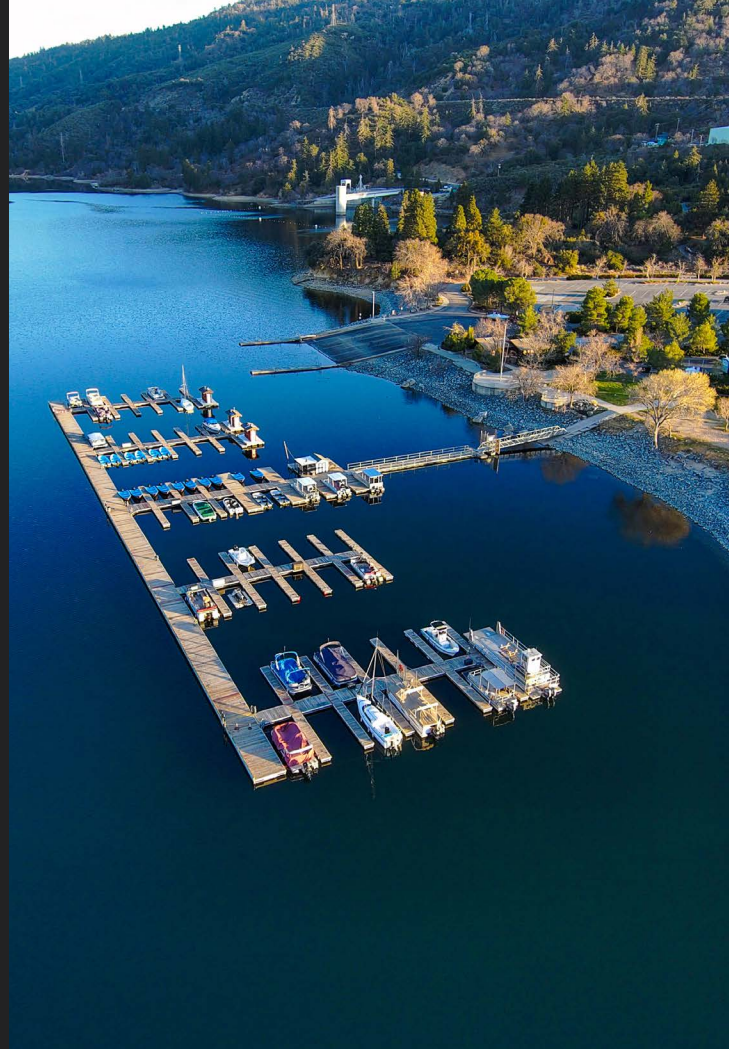
Transformational Change: Leads complex change initiatives from concept to implementation, guiding the department through evolving regulatory frameworks, funding structures, and service delivery models while embedding change into daily operations.

EMPLOYMENT STANDARDS

Candidates possessing an equivalent combination of relevant education and experience will be considered:

Education: A Master's degree in healthcare, hospital or public administration, behavioral science, nursing, or other closely related field.

Experience: Five (5) years of progressively responsible professional-level administrative/management experience with demonstrated knowledge, skills, and abilities in the management of a large or complex behavioral health, public health, or human services organization, which included: interpreting/enforcing relevant laws, rules and regulations; responsibility for program planning and development; personnel administration and business operations; and budget/fiscal administration for multi-million dollar budgets and/or contracts. Qualifying experience must also include full-scope responsibility for managing multiple subordinate supervisors.



UPCOMING PROJECTS & OPPORTUNITIES

THE DEPARTMENT OF BEHAVIORAL HEALTH is actively advancing a wide range of high-impact initiatives focused on system transformation, service expansion, and improved community outcomes. From implementing statewide reforms to expanding facilities, strengthening partnerships, and enhancing care for vulnerable populations, the Department is in a dynamic period of growth and innovation. The next Director will play a critical leadership role in guiding these efforts, aligning strategy, driving execution, and ensuring these initiatives translate into meaningful, measurable results for the community.

To learn more about these key projects and initiatives, please visit: [wbcpscinc.link/p6k](https://wbcpscinc.com/p6k)





COMPENSATION & BENEFITS

Annual Salary: **\$209,393.60 – \$298,604.80 DOE/DOQ***

The County also offers an alternative **Modified Benefit Option (MBO) that provides a wage differential of 4% above the base salary rate with a complementing modified leaves package and benefits.*



- County pension (www.sbcera.org/) vested after five years of service
- Retirement Reciprocity with CalPERS, CalSTRS, and 1937 ACT plans
- 401(k) Defined Contribution Plan with 2 for 1 match, up to 8% of the base salary
- 457(b) Deferred Compensation Plan with County contribution 1 times employee contribution, up to 1%
- Retirement Medical Trust (RMT) with County Contribution (based on service hours)
- Medical and Dental Insurance for the employee and eligible family members with premium subsidies
- County paid Vision Insurance for the employee and eligible family members
- FSA pre-tax account for qualified health care expenses with up to \$40 County match per pay period
- 15 paid holidays (Includes one paid floating holiday with Traditional Benefits Package)
- 80 hours of administrative leave with cash out option
- Traditional Leaves Package with up to 160 hours of vacation accruals annually (based on service hours) with cash out option and paid sick leave with unlimited accrual
- Modified Benefits Package with up to 200 hours of Paid Time Off (PTO) accruals annually (based on service hours) with annual cash out option for up to 160 hours
- Tuition Loan Repayment up to \$10,000 for eligible loans
- County paid basic life insurance with voluntary supplemental life insurance options including accidental death and dismemberment
- County paid short-term and long-term disability benefits
- Portable Communication Device Allowance and Automobile Allowance

[SEE MORE BENEFITS INFORMATION](#)



Interviews are anticipated to occur early to mid-June. To receive first consideration, applications should be submitted by **MAY 7** at:

[WBCP JOB BOARD](#)



QUESTIONS? Please contact your recruiter, **Terri Maus-Nisich**, with any inquiries:
terri@wbcpsc.com **866.929.WBCP (9227)** toll free **541.664.0376** direct

