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# Vice President

**CENTER POINT, INC—  
CORPORATE OFFICE  
SAN RAFAEL, CALIFORNIA**

**ANNUAL SALARY: \$150,000–\$180,000  
DOE/DOQ + Incentives for Performance**

**C**ENTER POINT, INC. (CPI), A RECOGNIZED leader in behavioral health and rehabilitation services, is seeking an innovative and mission-driven Vice President to help lead the organization through an exciting period of strategic growth and expansion across California. This newly created executive leadership role is designed for a dynamic, results-oriented leader who thrives in fast-paced environments and is passionate about expanding access to behavioral health, substance use treatment, housing, and recovery services for vulnerable populations. Reporting directly to the CEO, the Vice President will play a key role in advancing major federally funded initiatives, developing strategic partnerships, supporting operational excellence, and helping shape the future growth of an organization with more than 50 years of community impact. **This is a unique opportunity for a collaborative and entrepreneurial executive who can successfully navigate complex systems, build relationships, and turn vision into action—apply today!**

CAREER  
OPPORTUNITY





# The Community

**M**ARIN COUNTY, CALIFORNIA, is home to approximately 253,000 engaged and culturally diverse residents, spanning 520 miles. 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, 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. Thriving industries include technology, green energy, tourism, and professional services, with many residents working in nearby Silicon Valley. Marin County's blend of nature, culture, and convenience makes it an extraordinary place to live, work, and play.

# The Organization

**CENTER POINT OFFERS AWARD-WINNING REHABILITATION AND TREATMENT** services, with over five decades of providing a full continuum of care. Center Point provides a comprehensive range of evidence-based services to support homeless individuals, veterans, substance users, women with children, families, adolescents, the unemployed, and those involved with the criminal justice system. Programs include assessment, outpatient and residential treatment, transitional and permanent housing, job preparation, vocational training, job placement assistance, and case management, along with specialized gender-appropriate services. With 110 staff and an approximate FY2025 budget of \$14 million, CPI has helped many individuals and families regain self-worth, dignity, and the skills necessary for successful reintegration into society, ensuring lasting change and personal responsibility.

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## RECENT SUCCESSES

### Santa Rosa Recovery and Detox Center (Dr. Sushma D. Taylor Recovery Center)

Center Point recently opened a new \$7.6 million facility to support drug addiction recovery and detox, revitalizing a critical resource in the region's addiction services.

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LINK

# The Job

**AS ONE OF FOUR VICE PRESIDENTS** reporting directly to the CEO, this newly created position will play a significant role in driving Center Point's strategic growth and expansion efforts across California, with approximately 70% of the role dedicated to leading expansion initiatives. This is a highly visible, field-based leadership role designed for a hands-on executive who thrives in the community, building relationships and advancing partnerships throughout the Bay Area and beyond. Rather than operating from a traditional remote home-office environment, the Vice President will spend the majority of their time in the field—meeting with stakeholders, visiting program sites, engaging with community partners, and supporting the successful expansion of Center Point's programs and services into additional counties. While the position will maintain a connection to the San Rafael corporate office approximately one to two days per week, regular travel throughout the region is an essential and energizing component of the role.

The Vice President will oversee aspects of the federal grants process involving both capital and operational funding, depending on prior experience, and will collaborate closely with executive leadership on operations, programs, and facilities initiatives. Responsibilities include participating in grant-related meetings, supporting grant development and writing efforts, and representing the organization in meetings with clients, community partners, Board members, and key stakeholders. Success in this role requires the ability to navigate complex political and organizational dynamics while serving as a trusted ambassador for Center Point and its mission.

In addition, the Vice President will oversee a \$3–5 million operational budget and directly supervise a team of five staff members, helping advance organizational priorities, operational excellence, and long-term strategic growth. This is an exceptional opportunity for a collaborative and entrepreneurial leader seeking to make a meaningful impact within a rapidly growing behavioral health organization.

## UPCOMING OPPORTUNITIES & PROJECTS

**GRANT FUNDING.** Two Behavioral Health Construction infrastructure Grants totaling \$7 million for a project in Sacramento and San Rafael, California.

**PROFESSIONAL STAFF DEVELOPMENT.** Invested in staff growth through training, mentorship, and leadership development to build a high-performing workforce.

**RECIDIVISM REDUCTION & TREATMENT.** Partnered with the Marin County Sheriff's Office to secure \$6.1 million over three years to provide treatment and support services for individuals impacted by homelessness, mental health, and substance use disorders.

**SAMHSA GRANT.** Secured \$375,000 annually for up to three years to expand recovery support services, including job training, transitional housing, and peer support pathways for individuals completing SUD treatment programs.

**ADULT REENTRY PROGRAM.** Secured \$399,000 annually for up to five years to support reentry services for incarcerated and justice-involved individuals with substance use and co-occurring mental health disorders.

# The Ideal Candidate

**THIS VICE PRESIDENT WILL SERVE** as an ambassador for the organization, ensuring that its image and mission are consistently reflected in their interactions with others. The ideal candidate will be a go-getter, self-directed, able to quickly shift priorities, and a build successful networks and relationships. They will be a versatile, hands-on leader, and have a comprehensive understanding of healthcare systems, with professional experience in behavioral health or healthcare administration.

## **They will also:**

- Demonstrate exceptional interpersonal, relationship-building, and written communication skills.
- Be a driven, mission-focused leader with a passion for serving vulnerable populations and expanding access to behavioral health services.
- Thrive in a fast-paced, evolving environment with flexibility, resilience, and adaptability.
- Build and sustain strategic partnerships with public agencies, community organizations, and funding partners.
- Develop and execute strategic growth plans with clear goals, measurable outcomes, and long-term vision.
- Approach challenges proactively and implement effective, solution-oriented strategies.
- Lead with empathy, energy, accountability, and a strong results-oriented mindset.
- Inspire collaboration and foster a high-performing organizational culture.
- Deliver measurable results and successfully advance organizational priorities and expansion efforts.

## **The ideal candidate will also have the following core competencies...**

**Strategic Vision:** Articulate a clear and actionable roadmap that drives innovation and growth, ensuring that the organization remains agile and responsive to changes.

**Presentation Skills:** Present complex information clearly, effectively represent the organization in meetings, and respond to feedback and questions professionally.

**Staff Development:** Create continued learning opportunities for staff, mentor and guide staff to reach their full potential, and foster an innovative and inclusive work culture.

**Financial Acumen:** Develop strategies for financial growth and stability; allocate grant resources and funding effectively.





## EMPLOYMENT STANDARDS

*Any combination of education, experience, and training that would likely provide the knowledge and abilities listed herein. Typically, this includes:*

**Education.** Bachelor's degree in health care administration, public health, psychiatric nursing, psychology, sociology, counseling, public or business administration or a related field from an accredited college or university.

### Experience

- 5 years administrative or management experience at the level of Director, Program Manager and/or Center Facility Manager in a mental health or substance abuse services program or one closely related to health or human services program.
- Experience with electronic health records.
- Knowledge of California's drug medical waiver.

### Highly Desired

**Experience working with Medicare,** along with a strong understanding of the ODS system—including California's Drug Medi-Cal Waiver and its impact on service delivery.

**Education.** Master's degree in health care administration, public health, psychiatric nursing, psychology, sociology, counseling, public or business administration or a related field from an accredited college or university.

**Clinical Licensure.** in one of the following: *Licensed Clinical Social Worker (LCSW), Licensed Marriage and Family Therapist (LMFT), Licensed Professional Clinical Counselor (LPCC), Licensed Psychologist (Ph.D. or Psy.D.), Licensed Psychiatric Technician (LPT), Certified Alcohol and Drug Counselor (CADC-I, II, or III), Certified Clinical Supervisor (CCS), Registered Nurse (RN) with a specialization in behavioral or psychiatric health, Advanced Practice Registered Nurse (APRN) with a focus in psychiatric-mental health (PMHNP), Licensed Addiction Counselor (LAC), Certified Addiction Specialist (CAS), Certified Substance Abuse Counselor (CSAC), Licensed Mental Health Counselor (LMHC), or Certified Rehabilitation Counselor (CRC).*



# Salary & Benefits

**Annual Salary: \$150,000–\$180,000 DOE/DOQ + Incentives for Performance and an attractive benefits package that includes:**

**Relocation/Hiring Incentive: Negotiable up to \$10,000!**

**Medical Insurance.** Competitive medical coverage provided through Kaiser Permanente effective the first of the month following 60 days of continued employment.

**Dental & Vision.** Coverage provided through MetLife and is available for employee and family members at designated costs.

**401K Program.** Available after one year of service.

**457F plan.** Coming August 1, 2026

**Supplemental Insurance.** Accidents, Short-Term Disability, Life Insurance, and Accidental Death and Dismemberment.

**Leaves.** Paid time off and sick leave are available upon completion of an introductory period.

**Holidays.** 10 days per calendar year plus 2 floating holidays.

**Voluntary Insurance.** Long-Term care plans.

**Discounts on Tickets/Events and Goods/Services.** Through Access Perks, Provista, and Lyft.

## How to Apply

Applications will be reviewed on a rolling basis. **Early submission is recommended.** Therefore, for first consideration, **APPLY ASAP** at:

**WBCP JOB BOARD**



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BUTTON

### SECURE THE DATES

**Selected candidates must be available for both dates.**

- Round one virtual interviews will take place on **JULY 23.**
- Finalists will move forward to round two in-person interviews that are anticipated to take place the week of **AUGUST 3** or **AUGUST 10.**

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