



NEVADA
COUNTY
CALIFORNIA

CAREER
OPPORTUNITY

THE GENTLE GIANT

DIRECTOR OF BEHAVIORAL HEALTH

COUNTY OF NEVADA | NEVADA CITY, CA

ANNUAL SALARY: \$162,264–\$198,090.96 DOE/DOQ

THE COUNTY OF NEVADA, CALIFORNIA IS SEEKING an empathetic, innovative, collaborative, and mission-driven leader to serve as its next Director of Behavioral Health. This is a unique opportunity to lead a high-performing department that delivers essential mental health, substance use, and homelessness services across a diverse and engaged community. The Director plays a key role in advancing client-centered, integrated care for Nevada County's most vulnerable community members. The ideal candidate brings a strong technical foundation in behavioral health, along with emotional intelligence, excellent communication skills, and the ability to build trust and foster collaboration across a broad network of partners. ***Lead a high-performing behavioral health system and make a meaningful impact across Nevada County, apply today!***

THE COMMUNITY

THE COUNTY OF NEVADA IS PERFECT FOR THOSE WHO CRAVE A PEACEFUL and fulfilling lifestyle in the great outdoors. The County is home to over 102,000 residents and covers an area of 974 square miles. Surrounded by the stunning Sierra Nevada Mountains, this county is a nature lover's paradise, with state parks, lakes, and trails galore for hiking, camping, biking, and fishing. Nevada County is also home to renowned ski resorts and snow parks, offering exceptional winter recreation opportunities and enhancing the region's year-round appeal. The region also has a thriving arts and cultural scene with a vibrant community of artists and musicians, galleries, theaters, and performance spaces. The Nevada County Fairgrounds host events year-round, including the ever-popular Nevada County Fair, the Draft Horse Classic, High Sierra Music Festival, and more. Nevada County is also an economic powerhouse, with local businesses and industries thriving in technology, health, and tourism, where residents can enjoy affordable California living!



THE COUNTY

THE COUNTY OF NEVADA IS GOVERNED BY A FIVE-MEMBER BOARD OF SUPERVISORS who are dedicated to providing outstanding public service through working with the community to develop sound and innovative public policy and deliver excellent services in a fiscally responsible manner. With an approximate budget of \$415.5 million, the County is comprised of 931 full-time employees, who provide essential services across the County's 25 departments. The County strives to be a community where all residents thrive, visitors feel welcome, and we care for one another and value our differences.



LEARN MORE ABOUT
THE COUNTY





THE JOB

THE HEALTH AND HUMAN SERVICES AGENCY & THE BEHAVIORAL HEALTH DEPARTMENT



THE HEALTH AND HUMAN SERVICES AGENCY (HHS) provides a comprehensive range of health, wellness, and community support services aimed at protecting lives, promoting health and wellness, and helping Nevada County residents meet their basic needs. The Agency delivers programs across seven departments, including public health, behavioral health, social services, housing and community services, child support, and veterans services. Unique to Nevada County, the Probation Department and Public Defenders Office are aligned with HHS, which ideally situates the county to innovate in the many places where Behavioral Health and the criminal-legal system intersect. Through strong partnerships with community organizations and other public agencies, HHS coordinates resources to support vulnerable populations throughout the county.



The **Behavioral Health Department** provides comprehensive mental health, substance use, and homelessness services designed to support the well-being of individuals and families across the community. The Department offers a range of programs, including prevention, treatment, crisis response, and recovery services, with a focus on delivering high-quality, inclusive, person-centered care. With a team of approximately 73 staff, numerous contracted providers, and an annual budget of approximately \$105 million, the Department works closely with internal and external partners to provide client-centered, integrated care to the most vulnerable. With an emphasis on compassion and collaboration, Behavioral Health works to address complex behavioral health needs and promote a healthier, more resilient community.

Nevada County has prioritized efforts to reduce homelessness since 2018, and Behavioral Health has been a leader in this work. Through aggressive pursuit of competitive grants, innovative programming, and an emphasis on peer-support, treatment and housing, the department and county have made significant progress. Since prioritizing homelessness the Behavioral Health department has expanded our network of housing and treatment beds from 69 in 2018, to 253 beds in 2026. This important work is a key contributor to a 24% drop in homelessness over the last two years.

The Department fosters a mission-driven, high-performing culture grounded in collaboration and a strong commitment to both the work and the people who deliver it. Staff are deeply dedicated to serving the community and supporting one another, creating an environment that values connection, professionalism, and shared purpose. The team also emphasizes strong regional partnerships and continuous growth, with a focus on sustaining resources and advancing services across the county.

THE DIRECTOR OF BEHAVIORAL HEALTH, plans, organizes, and directs the County's mental health and substance use programs, providing leadership over a complex system of services that support individuals and families across the community. Reporting to the Health and Human Services Agency Director, this role oversees departmental operations, staff, and budget, while ensuring programs align with County priorities and regulatory requirements. The Director is responsible for guiding strategic planning; developing and implementing policies and programs; identifying and securing sustainable funding sources; and advising the Board of Supervisors and County leadership on behavioral health matters. This role also fosters strong partnerships with internal departments, community organizations, and regional stakeholders to ensure coordinated, system-wide service delivery. The Director supports and develops a high-performing team, providing leadership in a complex service environment while advancing the Department's mission and vision. This position requires a leader who can balance day-to-day operational oversight with long-term strategy, ensuring the delivery of high-quality, accessible, and effective services.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A COMPASSIONATE AND EXPERIENCED BEHAVIORAL HEALTH LEADER with a deep understanding of public-sector service delivery, and a passion for improving the lives of the most vulnerable. This leader brings a systems perspective to the work and serves as a strategic partner, building strong networks and fostering collaboration across departments, agencies, and community organizations to advance coordinated, effective services. A collaborative and approachable professional, they model the Department's mission, vision, and commitment to a high-performing organization through both leadership style and decision-making. The successful candidate demonstrates strong emotional intelligence, sound judgment, and exceptional communication skills, with the ability to engage diverse stakeholders, peers, and navigate complex challenges with professionalism and clarity. They are committed to mentoring and supporting staff, fostering a positive and high-performing work environment, and leading by example. Equally strategic and hands-on, the ideal Director is adept at identifying funding opportunities, strengthening programs, and ensuring services effectively meet the evolving needs of Nevada County's communities.



The ideal candidate will demonstrate the following core competencies...

Systems Perspective: Understands and navigates the behavioral health system as a whole, aligning services, partners, and resources to deliver coordinated, effective care.

Relationship Building: Establishes and sustains strong partnerships with internal departments, community organizations, and regional stakeholders to support shared goals.

Customer Orientation: Maintains a strong focus on serving individuals and families with accessible, responsive, and person-centered services.

Team Development & Mission Focus: Supports, mentors, and develops staff while fostering a positive, high-performing work environment grounded in collaboration, accountability, and a shared commitment to the County's mission.

EMPLOYMENT STANDARDS

Applicants must meet requirements of California Code Regulation, Title 9, Division 1, Chapter 3, Article 8, and Section 620.

Where the Local Mental Health Director is other than the local health officer or medical administrator of the county hospital, he or she shall be one of the following:

(a) A physician and surgeon licensed in the State of California showing evidence of having completed the required course of graduate psychiatric education as defined in **Section 623** to be supplemented by an additional period of two years of training or practice limited to the field of psychiatry, one year of which shall have been administrative experience.

(b) A psychologist who shall be licensed in the State of California and shall possess a doctorate degree in psychology from an institution of higher education. In addition, the psychologist shall have had at least three years of acceptable clinical psychology experience, two years of which shall be administrative experience.

(c) A clinical social worker who shall possess a master's degree in social work or higher and shall be a licensed clinical social worker under provisions of the California Business and Professions Code, and shall have had at least five years mental health experience, two years of which shall have been administrative experience.

(d) A marriage, family, and child counselor who shall have a master's degree in an approved behavioral science course of study, and who shall be a licensed marriage, family, and child counselor and have received specific instruction, or its equivalent, as required for licensure on January 1, 1981. In addition, the marriage, family, and child counselor shall have had at least five years of mental health experience, two years of which shall have been administrative experience. The term, specific instruction, contained in Sections 5751 and 5751.3 of the Welfare and Institutions Code, shall not be limited to school, college, or university classroom instruction, but may include equivalent demonstrated experience in assessment, diagnosis, prognosis, and counseling, and psychotherapeutic treatment of premarital, marriage, family, and child relationship dysfunctions.

(e) A nurse who shall possess a master's degree in psychiatric or public health nursing and shall be licensed as a registered nurse by the Board of Registered Nursing in the State of California, and shall have had at least five years mental health experience, two of which shall have been administrative experience. Additional post-baccalaureate experience in a mental health setting may be substituted on a year-for-year basis for the educational requirements.

(f) An administrator who shall have a master's degree in hospital administration, public health administration, or public administration from an accredited college or university, and who shall have at least three years of experience in hospital or health care administration, two of which shall have been in the mental health field. Additional qualifying experience may be substituted for the required education on a year-for-year basis with the approval of the Department.

Licenses / Certificates:

- Possession of a valid California driver's license within 30 days of hire.
- Enrollment in the Nevada County Community Leadership Institute with completion within one year of date of hire.
- Enrollment in the California State Association of Counties (CSAC) Senior Executive Credential Program with completion within 2 years of hire date.
- Enrollment in the California Institute for Behavioral Health Services Leadership Institute with completion within 2 years of hire date.



UPCOMING PROJECTS & OPPORTUNITIES

- Construction and Operation of an innovative \$23 Million acute and subacute psychiatric care facility, the **Deer Creek Behavioral Health Center**
- Construction of 40 new beds of permanent supportive housing awarded through Proposition 1 funding
- Implementation of Proposition 1 reforms and the Behavioral Health Services Act three-year plan

CLICK LINK





SALARY & BENEFITS

Annual Salary: \$162,264–\$198,090.96 DOE/DOQ, PLUS a generous benefits package that includes:

Medical, Dental, and Vision Plans

Available: CalPERS' suite of medical plan offerings, Ameritas Dental Coverage and Vision Service Plan (VSP) vision Coverage.

Retirement: The County participates in CalPERS' defined benefit retirement system.

Deferred Compensation: 457 and 401(a) plans available.

Life Insurance: 2X annual salary; up to \$250,000.

Short- and Long-Term Disability Insurance

Flexible Spending Account

Paid Time Off: 24 hours per fiscal year.

Paid Leave Program (combination of vacation and sick leave): 221–312 hrs./yr.

Maxi accrual is 520 hours, and 100 hours may be cashed out each fiscal year.

Admin Leave: 40 hours per fiscal year.

Floating Holidays: 16 hours max: 24 hours max after 10 years of service.

Employee Assistance Program: Confidential counseling, coaching and wellness services.

Management Benefit Allowance: \$1000 per fiscal year.

Car Allowance: \$500 per month.

Relocation: Negotiable on a case-by-case basis.

HOW TO APPLY

For first consideration, apply by **JUNE 15** at:

[WBCP JOB BOARD](#)



SAVE THE DATES. Round one in-person interviews will take place on **JUNE 26**. Finalists will move forward to round two in-person interviews on **JULY 1** or **JULY 8**. *Selected candidates must be available for both dates.*

QUESTIONS? Please contact your recruiter, **Terri Maus-Nisich**, with any questions:

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