



Stanislaus County  
now offers an employee  
bonus worth up to  
**\$10,000 or 21  
additional days of  
leave time!\***

*\*See inside for details*

## Chief of Children & Transitional Age Youth (Manager IV)

Behavioral Health and Recovery Services

\$98,508 - \$147,763 Annually

Apply by September 30, 2024



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.

## ABOUT THE DEPARTMENT

Behavioral Health and Recovery Services (BHRS) is committed to behavioral health principles that are responsive to both mental health services and substance use disorders. Our scope of services includes, but is not limited to, inpatient and outpatient psychiatric services, substance use disorder services, behavioral education and prevention, public guardian functions and advocacy. We offer these services throughout Stanislaus County at Behavioral Health and Recovery Services managed sites and partner with community agencies, as well as other County departments.

## THE POSITION

We are seeking an individual with strong leadership and team building skills, an understanding of collaboration and community development principles, and the ability to promote creative, progressive performance in staff. As a member of the BHRS Senior Leadership Team, the CSOC Chief will be expected to establish positive relationships with peers, work collaboratively to advance the organization's overarching goals of community integration and excellent customer service, and promote the organization's values of innovation, quality and accountability in service delivery. In addition, the ability to forge collaborative relationships with diverse communities in Stanislaus County is required in order to engage BHRS with the community, outreach to underserved populations, and leverage and develop creative programming focused on increasing the community's capacity to serve children, youth and families living with behavioral health needs. The ideal candidate should possess a clear understanding of the principles of recovery and the Core Treatment Model adopted by the Department, demonstrating unwavering commitment to their effective implementation.

## THE IDEAL CANDIDATE

The ideal candidate is a person who has experience working with children, youth, young adults and their family members in a behavioral health treatment system and has an understanding of the system in which we provide services for our community. This person should have expertise in administrative and clinical oversight of children's behavioral health programs, with a strong focus on program development, budgets, quality services, and implementation of initiatives and legislative mandates in a behavioral health treatment setting.



## TYPICAL TASKS

- Plan, organize and direct a diverse system of behavioral health programs.
- Oversight of all aspects, administrative and clinical, of the CSOC programs and contracted network of providers.
- Work collaboratively with diverse community groups in order to develop service delivery opportunities.
- Foster increased community capacity to support children, youth and families living with behavioral health needs by leveraging opportunities for collaboration and partnership.
- Facilitate the integration of changes, resulting from the implementation of California Advancing and Innovating Medi-Cal (CalAIM).
- Ensure that service delivery meets or exceeds recognized and/or required standards.
- Ensure that programs maintain fiscal integrity through efficient use of resources.
- Provide leadership and consultation to staff in the areas of service delivery, performance, and community collaboration and development.
- Implement quality assurance and customer satisfaction activities.
- Monitor program outcomes and responds accordingly.
- Lead human resource activities for the CSOC, including recruitment and retention activities and performance management.
- Assume liaison or leadership roles with various community groups and boards and relevant state and local agencies.
- Collaborate with the Behavioral Health Director and other leadership staff in planning and implementation of department-wide program activities.
- Actively support Department and County Vision, Mission and Values.
- Ensure that performance outcomes for the Behavioral Health Services Act (BHSA) programs under the CSOC management are met.

## MINIMUM QUALIFICATIONS

### SKILLS/ABILITIES

- Translate the organization's Vision, Mission and Values into strategic action planning; and
- Articulate, promote, operationalize and model community development and community capacity building principles focused on the integration of behavioral health needs into existing community activities.
- Articulate, promote and operationalize "system of care" concepts and "cross-system" approaches to service delivery and problem solving.
- Articulate, promote and operationalize concepts related to public sector managed care.
- Anticipate and respond to change (funding, legislative, regulatory, and business-related) in service delivery to the target population.
- Analyze administrative and operational problems and situations and make recommendations for resolution.
- Exercise progressive leadership in motivating, coaching and supporting staff.
- Interact effectively with behavioral health consumers and family members.
- Effectively delegate assignments while maintaining accountability.
- Prepare and deliver comprehensive, articulate and effective oral and written reports and correspondence.
- Manage complex organizational provider contracts.
- Actively seek opportunities for improvement.
- Speak effectively to large groups, organize and facilitate workgroups and committees.
- Utilize conflict resolution skills in a proactive, mentoring manner.
- Work independently, as well as, harmoniously with departmental personnel.

# MINIMUM QUALIFICATIONS

## KNOWLEDGE

- Evidence based behavioral health and prevention strategies in service delivery to children, youth and their families.
- Children's developmental processes and related service considerations.
- Family systems.
- Environmental factors that contribute to the social-emotional health and resiliency of children, youth and their families.
- Community development and community capacity building principles and methods.
- Cultural competency principles on organizational and service delivery levels.
- Multiple funding sources and methods of leveraging funding; Current literature and developments in integrated behavioral health and recovery principles as they relate to both service delivery and prevention activities.
- Principles of consumer and family advocacy and recovery.
- Children's System of Care principles; Children's Wraparound principles; and BHSA essential elements.
- Health care issues related to children, youth and their families.
- Juvenile justice, child welfare and school-based behavioral health services.
- Support and facilitation of consumer and family member involvement at a policy and service delivery level.
- Current theories and practice of progressive leadership and management techniques.
- Legislation, regulations, policies and standards pertaining to public behavioral health services.
- Federal and State grant programs and preparation of applications.
- Principles of program organization, administration and management.
- Statistical methods and general accounting practices used for management analysis.
- Conflict resolution techniques and staff dynamics.

## KNOWLEDGE CONT.

- Multicultural skills, knowledge and experience.
- Experience with management principles and processes.
- Knowledge of Results Based Accountability (RBA).
- Behavioral health or social service management experience, preferably in a public setting that includes a System of Care or cross system structure.
- Community development and community capacity building experience.
- Quality improvement experience and skills.
- Knowledge of recovery and resiliency principles.
- Knowledge of stigma reduction.

## EDUCATION & EXPERIENCE

- Licensed as a Clinical Psychologist, Clinical Social Worker, Professional Clinical Counselor, or Marriage Family Therapist; AND
- Four years of supervisory or management experience in a related area.

## DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications. Please list this experience within the "Duties" section of the online application.

- Lived experience as a consumer of behavioral health services or as a family member of a behavioral health services consumer.

Proof of licensure is required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 525-7339 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing date deadline will result in disqualification.



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



# JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000** or 21 additional days of leave time!\*

\*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

## YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



### Cash Payout

Redo that kitchen or paydown debt.

*It's all yours.*



### Leave Time

Take a little extra time off and enjoy yourself.

*You've earned it.*



### Deferred Compensation

Reduce some taxable income and receive it later.

*Why not?*



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**clubwellness**  
myclubwellness.org

# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



#### Option 1 BONUS CASH PAYMENT

*(Default if employee declines to make a choice)*

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



#### Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



#### Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

### Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



## COMPENSATION & BENEFITS

Approximate annual base salary:

**\$87,131 - \$130,686 annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County managers including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid deferred compensation at 1.5% of base salary
- Upon entering County service, accrual of two-weeks' annual vacation
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- Moving allowance if recruited from out-of-county
- Disability protection
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

## RECRUITMENT INCENTIVES:

### Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

### Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

## **APPLICATION PROCEDURES/FINAL FILING DATE: September 30, 2024**

### **Oral Examinations are tentatively scheduled for the week of October 7, 2024**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

### **Resumes will not be accepted in lieu of a completed application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.