



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

Workforce Development and Training Manager (Manager III)

Behavioral Health & Recovery Services

\$87,131 - \$130,686 Annually

Apply by October 18, 2024



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, mental health services, substance use disorder services, behavioral health education and prevention, public guardian functions, and advocacy. We offer these services throughout Stanislaus County at BHRS-managed sites and in partnership with community agencies, as well as other County departments.



ABOUT THE POSITION

The Workforce Development and Training Division is responsible for the training plan and supporting activities for all department and contracted programs; clinical supervision; continuing education and provider association enrollment and management; internship programs; volunteer programs; and workforce development activities, including but not limited to, career development, undergraduate and graduate educational partnerships, scholarship, loan repayment, stipend programs, and workforce retention activities. Reporting to the Chief of Integrated Services, the Workforce Development and Training Manager (Manager III) is responsible for leading the organization's training and workforce development activities, developing policies and procedures consistent with the requirements of multiple and complex funding sources, conducting analyses and evaluations of training and workforce programs and processes, preparing complex and technical reports as required, and as requested by the Director, Chief Fiscal and Administrative Officer, Chief Operations Officer, Medical Director and other oversight entities. The Workforce Development and Training Manager (Manager III) will lead, manage, and direct four clinical and administrative staff, contracted activities, and partnerships.

TYPICAL TASKS

- Plan, lead, direct, develop, and coordinate the policies, activities, and staff of the Workforce Development and Training division;
- Ensure that training, volunteer, and workforce development milestones and goals are met while adhering to approved training budget;
- Review existing training programs and suggest and implement enhancements and modifications to improve engagement, learning, and retention and/or to meet the changing needs of clients, the organization, and the behavioral health industry;
- Ensure that training materials and programs are current, accurate, and effective;
- Oversee the maintenance and continued development of the Department's electronic training platform;
- Maintain knowledge of new methods and techniques for training, and training requirements applicable to the organization and behavioral health industry;
- Identify problems and opportunities such as operational changes or industry developments that training could improve;
- Design, implement and coordinate the Mental Health Services Act (MHSA) Workforce Education and Training (WE&T) Programs including the Regional WE&T Project and serve as liaison to regional and statewide WE&T Projects;
- Partner with school districts, colleges, and universities to introduce students to careers in behavioral health, introduce volunteer programs, and develop internship programs and oversee the BHRS Volunteer Program; and
- Oversee the coordination of Continuing Education Unit (CEU) opportunities and maintain participation and compliance with the Continuing Education Provider Association (CEPA).



For more information on Behavioral Health and Recovery Services, scan the QR code or visit www.stancounty.com/bhrs/



MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

- Possession of a graduate degree from an accredited college or university with major coursework in Social Work; Psychology; Human Services Counseling; or a related field; AND
- Licensed (or be in the process of obtaining licensure within 12-months) as a Clinical Social Worker, Marriage Family Therapist, or Professional Clinical Counselor; AND
- Possess at least two (2) years of recent, full time progressively responsible experience in a management capacity in a public or private institution performing duties as described in typical tasks.



KNOWLEDGE

Management and Leadership
Administrative and office procedures
Education and Training
Communications and Media
Customer and Personal Service
Law and Government
Economics and Accounting
Diversity, Equity and Inclusion
Personnel and Human Resources
Sociology and Anthropology

SKILLS/ABILITIES

Management of personnel resources
Learning Strategies
Complex Problem Solving
Judgment and Decision Making
Critical Thinking
Operations/Systems Analysis and Evaluation
Reading and Writing Comprehension
Speaking and Instructing



Take Your Place.



**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?



**STANISLAUS
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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

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees 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
- Accrual of 2-weeks annual vacation upon entering County service
- 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 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 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: APPLY BY OCTOBER 18, 2024.

Oral Examinations are tentatively scheduled for the week of October 28, 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.