



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

*\*See inside for details*

# Clinical Children's System of Care Manager (Manager III)

Behavioral Health and Recovery Services

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

Apply by March 5, 2025



## 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

Under the direction of the Children's System of Care Chief, the Children's System of Care Manager III will implement and support CSOC/TAY (Children's and Transition Age Youth) strategic initiatives, manage, monitor and ensure the timeliness of the various CSOC required system reports, support CSOC leadership in producing data reports, insuring that CSOC outcome information reaches its intended audience, assist CSOC leadership with contract monitoring duties, assist the CSOC Chief, and provide support to the CSOC Manager II and Coordinators. This Manager will also provide support directly to the Behavioral Health Director in production of ad hoc and regularly planned data reports, on an as-needed basis.

As part of the CSOC leadership team, this manager will collaborate closely with BHRS Leadership, BHSA Manager, BHSA Coordinator, Workforce Development and Training Manager, Workforce Development and Training Coordinator, Behavioral Health Equity Manager, BHRS staff, consumers, family members, educational entities, organizational contractors and other key community stakeholders. This manager will also promote system transformation within the CSOC/TAY.

## THE IDEAL CANDIDATE

The ideal candidate is a qualified individual who has experience working with individuals with behavioral health disorders. This individual should have experience supervising others, managing program operations and knowledge of behavioral health programming and standards under the Department of Health Care Services for the Mental Health Plan. The candidate should have the level of expertise and professionalism that leads and focuses on improving the quality of services and eliminating inequities and barriers to care for marginalized cultural and ethnic communities.



## TYPICAL TASKS

- Responsible for monitoring, tracking and completion of CSOC reports and taking a lead role in preparation for audits;
- Take a lead role in the implementation of the CSOC/TAY strategic initiatives (which currently includes Katie A, Continuum of Care Reform, Presumptive Transfer, and CANS/PSC-35), including developing and monitoring outcomes, delegating responsibilities and ensuring deadlines are met;
- Out of county hospital discharge responsibilities, including monitoring outcomes (cost avoidance);
- Assist CSOC/TAY programs in implementing and operationalizing integrated Substance Use Disorder (SUD) and Mental Health (MH) services within the CSOC/TAY;
- Promote and support the expanded use of Results Based Accountability within the CSOC/TAY;
- Promote and support community capacity building strategies within the CSOC/TAY;
- Chair and participate in several ongoing BHRS committees as CSOC/TAY representative;
- Engage positively with diverse stakeholders of all ages in public behavioral health and community settings;
- Ensure consumer/family and diverse population input and participation in development, implementation, evaluation, and monitoring of CSOC/TAY services;
- Promote the use of evidence-based practices, community based practices and promising practices to inform and support program development within the CSOC/TAY;
- Assume liaison or leadership roles with various community groups and boards and relevant State/local agencies;
- Participate in grant application development;
- Assist with the oversight of Contract Monitoring and Renewals;
- Mentor CSOC/TAY coordinators in this area;
- Assist with the development of contract scopes of work, including outcomes, as well as negotiations related to contracts;
- Work directly with community partners in contracted program implementation;
- Review and analyze legislation, regulations and directives to determine their impact on program goals and objectives, program administration, and the community;
- Develop plans and policies for implementing legislation, regulations and directives;
- Oversee quality management functions;
- Manage system-wide functions related to assessing and improving staff productivity and effective and efficient deployment of resources;
- Manage system-wide functions related to assessing and improving access to care, with particular attention given to diverse ethnic, cultural, and unserved, and underserved populations;
- Manage cross-system functions related to assessing and improving clinical practice, the implementation of evidence based interventions, and the development and monitoring of treatment and clinical outcomes;
- Management duties will include, but not limited to, clinical oversight and management of a system-wide assessment of clinical capabilities and performance, supervision of clinical staff, process improvement projects, strategizing with leadership to address specific program clinical performance issues, and collaborative projects with contract service providers and community partners; and
- Other duties as assigned.

# MINIMUM QUALIFICATIONS

## KNOWLEDGE

- Substance Use Disorder treatment and prevention models;
- Use of evidence based and "promising" practices in service delivery;
- Use of multiple funding sources and methods of leveraging funding;
- Current literature and developments in integrated behavioral health and recovery and resiliency principles;
- Use of cultural competency principles on organizational and service delivery levels;
- Principles of client and family advocacy and Parent Partnership;
- Support and facilitation of diverse populations and their involvement in workforce development and education;
- Current theories and practice of progressive leadership and management techniques;
- Legislation, regulations, policies and standards pertaining to BHS and CSOC/TAY;
- Multicultural skills, knowledge and experience with diverse populations;
- Use of recovery and resiliency principles;
- Understanding of the Public Mental Health System and public policy; and
- Mental Health Services Act (MHSA) components and essential elements and how they inform the transformation of the public mental health system, including stigma reduction

## SKILLS/ABILITIES

- Understand complex plan and system requirements;
- Synthesize diverse input into documents;
- Write grant applications; Present and promote integrated SUD and MH approaches; Engage and build partnerships with underserved communities;
- Reduce barriers to employment of consumer/family members and members of diverse populations;
- Embrace, represent, and speak to BHS essential elements and CSOC/TAY principles and requirements;
- Effectively work in a strength-based model;
- Apply principles of cultural competence to program development and management;
- Anticipate and respond to change (funding, legislative and regulatory) in service delivery to diverse consumers and their families;
- Analyze administrative/operational challenges and make recommendations for resolution;
- Exercise progressive leadership in motivating, coaching and supporting program coordinators and staff;
- Utilize conflict resolution skills in a proactive, mentoring manner;
- Effectively delegate assignments while maintaining accountability;
- Prepare and deliver comprehensive written and oral reports and correspondence;
- Demonstrate community collaboration skills;
- Work well independently while maintaining a personal and professional commitment to maintaining team involvement;
- Speak effectively to large groups, organize and facilitate workgroups and committees and drive independently;
- Plan, organize and direct the work of subordinate staff;
- Demonstrate customer service orientation and skills; and
- Demonstrate personal computer skills, including the use of Microsoft Word, Excel, and Electronic Health Records. Substance Use Disorder treatment and prevention models;

## EDUCATION & EXPERIENCE

- Masters degree in Social Work, Psychology, or Counseling received from an accredited institution; AND
- Licensed Clinical Psychologist, Licensed Clinical Social Worker (LCSW); Licensed Marriage and Family Therapist (LMFT); or Licensed Professional Clinical Counselor (LPCC);

### AND ONE OF THE FOLLOWING

- Possess at least one (1) year of experience as a Manager in a large public or private human services organization performing work as described above; OR
- Possess at least one (1) year of experience as a Mental Health Coordinator; OR
- Possess at least two (2) years of experience in supervision in a large public or private human services organization performing work as described above.

Proof of education and 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 will result in disqualification.

*To learn more about the Behavioral Health and Recovery Services department, scan the QR code*



*Apply today and  
make a difference in  
Stanislaus County!*



**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  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



**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: Apply by March 5, 2025**

### **Oral Examinations are tentatively scheduled for the week of March 17, 2025**

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.