



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

*\*See inside for details*

# Associate Director

Behavioral Health and Recovery Services

**\$123,364 - \$185,057 Annually**

Apply by April 2, 2025



**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 & Recovery services managed sites and partner with community agencies, as well as other County departments.

## THE POSITION

The Associate Director position has significant responsibility for oversight of Countywide behavioral health programs. In conjunction with the Behavioral Health Director, the incumbent is responsible for formulating policy, developing goals and objectives, assisting with federal and state compliance oversight, and supervising senior management staff, including the Assistant Director of Clinical Operations and Assistant Director of Fiscal and Administrative Services/Chief Fiscal Officer. This position is distinguished from the Behavioral Health Director in that the latter is a Department Head with responsibility for overall policy development, program planning, fiscal management and operation of the department.

## IDEAL CANDIDATE

The ideal candidate must have a vision for the future of the Department that includes strong community engagement values, with an expertise and knowledge of behavioral health treatment systems of care, and proven experience in the management of the operations and activities of a complex multifaceted department, including State of California Medi-Cal Behavioral Health Plan. It is essential that the Associate Director be a proven leader with a strong customer service orientation and excellent communication and interpersonal skills including multi-cultural skills, knowledge, and experience in the provision of treatment services for individuals with serious behavioral health illnesses. The new Associate Director will need to support the Vision, Mission and Values of the organization as well as the Behavioral Health Director. This will require the ability to be dynamic, open to new ideas, and someone who can offer practical solutions to challenges ahead in concert with the Senior Leadership Team.

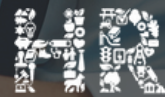




## TYPICAL TASKS

- Support the Behavioral Health Director in strategic planning and coordination of departmental behavioral health systems of care;
- Develop, implement, and ensure compliance with departmental policies and procedures related to behavioral health services;
- Develop, negotiate, and manage grant and contract activities, including fiscal oversight;
- Negotiate and manage fiscal rates and budgets with behavioral health contract providers;
- Represent the Department with federal, state, and local funding and licensing agencies;
- Collaborate with County departments, external agencies, and community organizations to address behavioral health needs and develop programs;
- Collaborate with the Behavioral Health Director and leadership staff in the planning and implementation of Department-wide programs and services;
- Promote the Department and County's Vision, Mission, and Values in all aspects of work;
- Provide direct supervision, mentorship, and performance evaluation to senior management and program managers;
- Oversee the implementation of departmental quality improvement and customer satisfaction initiatives, including data analysis and reporting;
- Assist in the recruitment, selection, onboarding, and professional development of assigned staff;
- Consult with the Human Resources Manager and provide recommendations on personnel matters, including disciplinary actions;
- Develop and implement performance measurement standards and methods for behavioral health and administrative programs, services, and analyze program outcomes;
- Represent the Department and County at state, local, and regional meetings; participate in community groups and interagency committees; and provide community outreach;
- Evaluate behavioral health services and operations to align with policies, performance measures, and strategic plans;
- Utilize current management theories and approaches, such as quality improvement, strategic planning, and performance measurement, to enhance the effectiveness of programs and systems of care
- Ensure compliance with 42 C.F.R., HIPAA, Title 9, and WIC 5328 by implementing policies and procedures that support the delivery of integrated behavioral healthcare; and
- Perform other duties as assigned.

*Apply today  
to join our team &  
make a difference in  
Stanislaus County!*



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.

***Interested in learning more about the work that  
Behavioral Health & Recovery Services does?***

*Scan the QR code or visit*

*<https://www.stancounty.com/bhrs/>*



# MINIMUM QUALIFICATIONS

## KNOWLEDGE/SKILLS/ABILITIES

- Behavioral Health Systems
- Building Effective Teams
- Communication
- Conflict Management
- Contract Development
- Customer Orientation
- Effective Decision Making
- Performance Development & Coaching
- Ethics & Integrity
- Financial Resource Management
- Managing Vision & Purpose
- Mental Health Compliance
- Legislative & Fiscal Management
- Regulatory Laws
- Strategic Management & Planning



## EDUCATION & EXPERIENCE

- A California Licensed Physician with two (2) years of experience in psychiatry, of which one (1) year is administrative; OR
- A California Licensed Psychologist with a Doctorate degree in Psychology and at least three (3) years of clinical psychology experience, of which two (2) years are administrative; OR
- A California Licensed Clinical Social Worker with a Master's degree in Social Work and at least five (5) years mental health experience, of which two (2) years are administrative; OR
- A Licensed Marriage, Family, and Child Therapist with a Master's degree in an approved behavioral science course of study and at least five (5) years of mental health experience, of which two (2) years are administrative (A licensed Marriage, Family and Child Counselor will have received specific instruction, or its equivalent, as required for licensure on January 1, 1981); OR
- A California Licensed Professional Clinical Counselor with a Master's degree in Clinical Counseling and at least five (5) years mental health experience, of which two (2) years are administrative; OR
- A California Licensed Nurse with a Master's degree in Psychiatric or Public Health Nursing, with at least five (5) years mental health experience, of which two (2) are administrative.

*Proof of education 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 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?*



**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:  
**\$123,364 - \$185,057**

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 two (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](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 April 2, 2025.**

### **Oral Examinations are tentatively scheduled for the week of April 7, 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.