



THE COUNTY OF STANISLAUS

BEHAVIORAL HEALTH AND RECOVERY SERVICES



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

**See inside for details*

Outcomes & Evaluations Manager II / III

\$77,084 - \$130,686 Annually

Please apply by March 31, 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, mental health services, substance use disorder services, behavioral health education and prevention, public guardian functions, supportive services, 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.

*Interested in learning more about
Behavioral Health & Recovery Services?
Scan the QR code or click [here](#).*



ABOUT THE POSITION

The Outcomes and Evaluation Management (OEM) Division is responsible for the analysis and validation of data, using a results-based accountability framework, to support Department leadership in making data driven management decisions. Reporting to the IT Manager, the OEM Manager (Manager I / II / III) is responsible for leading the organization's data analytics activities, developing policies and procedures consistent with the requirements of local government and behavioral health organizations with multiple and complex funding sources, conducting analyses and evaluations of data and use policies and procedures, and preparing complex and technical reports as required, and as requested by the Senior Leadership Team and oversight entities. The OEM Manager will lead, manage, and direct seven administrative staff and works in conjunction with the Department's Clinical and Program Managers, Plan Administrators, and Grant/Fiscal Administrators to support quality improvement efforts and ensure compliance with data collection and reporting requirements. The OEM Manager works to maintain effective practices for use of data throughout the Department so that services and programs are provided in the most efficient and effective manner and builds collaborative relationships with managers and staff.

TYPICAL TASKS

- Provide expert guidance on data needs, administration of data capture systems, and support for data reporting functions;
- Lead results-based accountability efforts, including the development, monitoring, and continuous quality improvement of performance outcomes;
- Analyze and interpret statistical data to identify relationships, trends, and insights that drive program and operational improvements;
- Oversee data preparation for processing, ensuring accuracy, completeness, and proper weighting of raw data;
- Ensure compliance with federal, state, and local regulations governing behavioral health data reporting, including HIPAA and CMS requirements;
- Coordinate audit-related data collection, prepare required reports, and implement best practices to maintain compliance and reduce audit risks;
- Present statistical and non-statistical data using charts, graphs, and reports for department leadership, advisory boards, and the general public;
- Prepare reports, plans, and policies related to data reporting, performance measurement, and regulatory compliance;
- Ensure the integrity and security of department data through effective governance practices and compliance with privacy laws;
- Interpret and provide guidance on current and proposed policies, laws, and regulations affecting data use and reporting;
- Assist department managers in planning, implementing, and managing behavioral health treatment and supportive services, including committee participation as requested;
- Represent the department in meetings, provide data insights, and make presentations to management, stakeholders, and external agencies;
- Provide leadership to administrative and data analytics staff, mentoring team members and ensuring alignment with departmental goals; and
- Develop training programs to enhance staff knowledge on compliance requirements, data reporting, and performance analytics.

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



MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- **Strategic Leadership & Decision-Making** – Expertise in guiding teams, setting strategic objectives, and ensuring data-driven decision-making in compliance with local, state, and federal policies.
- **Data Analytics & Performance Measurement** – Advanced proficiency in statistical analysis, data modeling, and performance outcomes development using industry-standard tools and techniques.
- **Project & Program Management** – Skilled in managing large-scale projects, optimizing workflows, and driving continuous quality improvement in a results-driven environment.
- **Data-Driven Decision-Making** – Ability to interpret complex datasets, develop meaningful insights, and apply analytics to optimize program effectiveness.
- **Business Intelligence & Reporting** – Experience with visualization tools (e.g., Tableau, Power BI) and database management (SQL/Python/ R) to generate actionable insights.
- **Regulatory & Compliance Knowledge** – Deep understanding of regulatory frameworks, ensuring data integrity, compliance, and alignment with organizational policies.
- **Cross-Functional Team Management** – Demonstrated ability to lead, mentor, and collaborate with multidisciplinary teams, including clinical, IT, and administrative staff.
- **Stakeholder Engagement & Communication** – Proven ability to engage with internal and external stakeholders, present findings effectively, and drive collaborative initiatives.
- **Training & Development** – Adept at developing training programs, fostering professional growth, and maintaining a culture of continuous learning.
- **Technology Integration** – Expertise in leveraging modern technologies, automation, and predictive analytics to enhance operational efficiency.
- **Change Management** – Strong ability to implement process improvements, manage change, and ensure seamless adoption of new data-driven methodologies.
- **Risk Assessment & Mitigation** – Skilled in identifying potential risks, implementing mitigation strategies, and maintaining high standards of data governance.

EDUCATION & EXPERIENCE

MANAGER II

- The Manager II position requires a minimum of two (2) years of management level experience in Data Analytics related functions (statistical analysis, data analysis, informed business decision making, create/interpret reports) AND
- Graduation from an accredited four (4) year college or university with a degree in Public or Business Administration, Accounting, or closely related field.

MANAGER III

- The Manager III position requires a minimum of three (3) years of management level experience in Data Analytics related functions (statistical analysis, data analysis, informed business decision making, create/interpret reports) AND
- Graduation from an accredited four (4) year college or university with a degree in Public or Business Administration, Accounting, or closely related field.

**Progressively responsible experience in a related area may be substituted for the required education on a year-for-year basis.*

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.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$77,084 - \$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
- 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! Visit stanjobs.org for more information.

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 considered "at will" for labor relations purposes. The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website <http://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>

APPLICATION PROCEDURES/FINAL FILING DATE: March 31, 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.