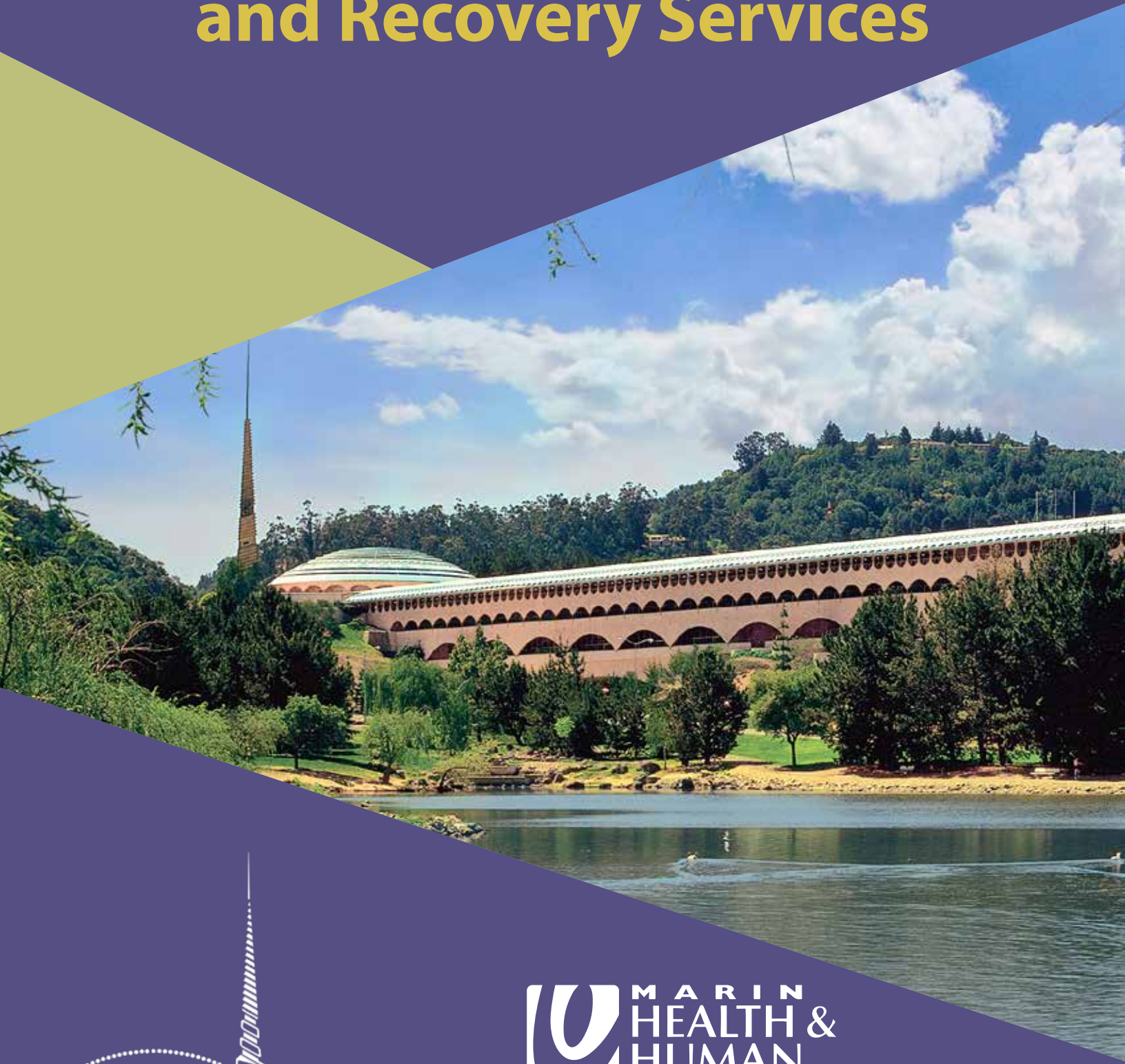


COUNTY OF MARIN

# Director of Behavioral Health and Recovery Services



## **Why this opportunity is for you:**

- » You're looking for an opportunity to join a strong, committed, collaborative, supportive, hardworking, innovative, and focused executive team.
- » You want to lead new projects in a community that supports behavioral health and community development.
- » You're passionate about delivering equitable mental health services within a diverse community.



# About Health & Human Services

At Health & Human Services, we serve our community through the values of support, unity, trust, and excellence with one common goal: to promote and protect the health, well-being, safety, and self-sufficiency of all in Marin. Join our team of bright, committed, and energetic people who also want to make an impact through public service.

The Department of Health and Human Services (HHS) is an innovative, integrated department of five major divisions – Administration, Behavioral Health and Recovery Services, Public Health, Whole Person Care/Homelessness and Social Services – that deliver, coordinate, and administer a range of federal, state, and local programs addressing the health and welfare

needs of county residents. The Department is the largest in the County with over 800+ employees and an overall annual budget of approximately \$280 million. The Department is responsible for over 40 key programs that are provided in approximately 12 locations throughout the county and community.



## **HHS Mission:**

It is our mission at HHS to promote and protect the health, well-being, self-sufficiency, and safety of all people in Marin.

## **HHS Vision:**

Our vision, as outlined in our HHS Strategic Plan to Achieve Health and Wellness Equity is that All in Marin flourish by:

- » Becoming an anti-racist organization for services, programs, clients, staff, and partners
- » Being one integrated, coordinated, collaborative, non-siloed organization for staff and clients
- » All employees have the opportunity to influence the organization and thrive in their pursuits
- » All residents can live their most happy, healthy, safe, and self-sufficient best lives.





### **BHRS Mission:**

We are dedicated to advancing the health and social equity for all people in Marin County and for all communities through the resources and programs described above. We are committed to be an organization that values inclusion and equity for all.

### **BHRS Vision:**

BHRS envisions a safer community for all, where the challenges of mental health and/or substance use are addressed in a respectful, compassionate, holistic, and effective manner. Inclusion and equity are valued and central to our work.

## **About Behavioral Health and Recovery Services**

The Behavioral Health and Recovery Services (BHRS) operates as a Managed Care Plan providing specialty mental health and substance use services (Drug Medi-Cal Organized Delivery System). Behavioral health has been prioritized by the Marin County Board of Supervisors, and investment in the division is relatively robust compared with other counties of comparable size, with substantial county general fund contribution in addition to Federal and State dollars. BHRS provides integrated mental health and substance use services to adults and older adults with a serious and persistent mental illness and to children and youth with a serious emotional disturbance. The division is growing with the recent implementation of the Drug Medi-Cal Organized Delivery System Waiver, ongoing Medicaid expansion, continued investments in systems of care, and the expanding need to recruit top-notch clinicians. BHRS offers outreach, prevention, early intervention, and crisis services to all residents of Marin County. BHRS also provides a full array of outpatient and residential care addressing the specialty mental health and substance use service needs of Marin Medi-Cal beneficiaries and low-income, uninsured residents. BHRS directly operates a wide array of treatment programs but also contracts with many community partners. This partnership provides a continuum of care that best meets the diverse needs of consumers within their home communities. BHRS has a strong emphasis on partnering with consumers and families and providing culturally competent services. Recovery is real. We see it every day. We have the utmost respect for the work and strength that persons in recovery demonstrate and we operate on a belief that individuals can and do recover from mental illness and alcohol and drug addiction.

# The Position

The Director of Behavioral Health and Recovery Services (BHRS) serves as the department head of BHRS and is classified as Assistant Director of Health and Human Services (HHS). This position is an at-will role reporting to the Director of HHS and is a vital member of the HHS leadership team. The Director of Behavioral Health and Recovery Services (BHRS) will set the trajectory for the future of the division and will ensure the delivery of top-quality BHRS services to Marin County, with a primary focus on diversity, equity, and inclusion, and employee growth and development. The Director will oversee a \$85 million budget, seven business units, nine direct reports, and approximately 190 indirect employees.

## Specific responsibilities for the Director include:

- » Formulate and oversee the development and implementation of BHRS Division goals, objectives, guidelines, policies, and procedures to improve efficiency and organizational effectiveness.
- » Serve as a member of the HHS executive team, collaboratively working to ensure efficiency and excellence in service to clients.
- » Plans, organizes, directs, oversees, reviews, and coordinates all facets of behavioral health and recovery services programs and services provided by County staff and contracting agencies, including residential, children's, and adult outpatient treatment, emergency, court treatment, and other programs of direct treatment.
- » Promote the importance of organizational development and set the tone to encourage and facilitate employee development.
- » Ensure robust community engagement and build community leadership in service planning and delivery.
- » Directs the analysis of current trends in legislation and regulations, as well as the implications of proposed changes that impact the department and agency; provides expertise to the department in the regulatory requirements, needs determination, and program integration for BHRS.
- » Responsible for the development of the division's budget and management of a complex multi-funding source.
- » Represent both the County and the Department in a leadership capacity by actively participating in professional organizations on a statewide basis.

## Current and Future Opportunities/Challenges:

- » Improve a Behavioral Health system that meets the needs of County residents, especially the populations with the most significant health inequities, including residents who use Medi-Cal, are homeless, undocumented, or have criminal justice involvement. This includes overseeing:
  - Drug Medi-Cal Organized Delivery System Waiver.
  - Mental Health Service Act Funding.
  - Implement new Electronic Health Record for BHRS.
  - Integration of substance use and mental health services to create co-occurring capable programs.
  - Expanding capacity to better serve the community, including partnerships, residential treatment bed increase, crisis stabilization services improvement, community crisis response teams, and assisted outpatient treatment (Laura's Law) implementation.
  - Expand Mobile Crisis Services.
  - Developing models of care that integrate behavioral health with primary care to benefit those with complex medical conditions.
- » Partner with the HHS Director to ensure the continuation of implementing the HHS Strategic Plan.
- » Manage ever-changing federal, state, and local policy and fiscal policy and regulations while ensuring the ongoing delivery of care.

## The Ideal Candidate

The ideal candidate will partner extensive experience in delivering mental health crisis programs with creativity and innovation to move the division toward the county's future needs. The incumbent will have strong project management skills to oversee multiple high-priority initiatives at once. The ideal candidate will have a background in developing behavioral health services with an equity lens in a diverse community. The next Director will desire to work collaboratively with key stakeholders and break down silos to create a better quality of life for those served within the community. A hands-on approach and willingness to lead by example are qualities of a successful candidate. The ideal Director will manage competing demands, have a passion for public service, and a desire to serve the most vulnerable, with a dedication to supporting the community's social, ethical, and cultural values.

## Minimum Qualifications and Certifications & Licenses

Typically, a Master's degree in health care administration, public health, psychiatric nursing, psychology, sociology, counseling, public administration, business administration, or a related field from an accredited college or university, **AND** four years of administrative or management experience at the level of the division director, program manager, and/or center or facility manager in a mental health or substance abuse services program, or closely related health or human service program. Certification is required in accordance with California Administrative Code, Title IX, Section 620. For more information on the requirements of this position, [Click Here](#). *Please note the Professional Clinical Counselor licensure is an accepted way to meet a piece of the minimum qualifications.*

## Compensation & Benefits

**Salary: \$165,692.80 - \$201,385.60 Annually**

**Paid Time Off:** Competitive vacation accrual; 11 holidays per year; and generous sick leave accruals.

The County of Marin offers a robust benefits package that includes medical, dental, vision, life insurance, and retirement savings. Learn more about benefits [here](#).

**Health Plan:** Choice of four health plans (two Kaiser HMOs, Western Health Advantage HMO, and an Anthem Blue Cross PPO) along with dental through Delta Dental PPO and vision through Vision Service Plan (VSP). There is a County contribution toward the premiums (the contribution amount varies depending on the coverage tier elected, such as employee only, employee + 1, employee + family). The County offers Group Term Life and Accidental Death & Dismemberment Insurance, Long Term Disability, Flexible Spending Accounts – Health care and Dependent Care, professional development, and more.

**Retirement:** Defined benefit plan under the County Employees Retirement Act of 1937. More information can be found online at [www.mcera.org](http://www.mcera.org).

**IRS 457 Plan:** Choice of pre-tax or post-tax (Roth) employee contribution up to the IRS annual maximum.

**Retiree Medical:** The County provides eligible retirees access to group health plan coverage.



## Application and Selection

To be considered for this exceptional career opportunity, submit your résumé which should include how you meet the minimum qualifications of the position, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues who will not be contacted in the early stages of the process) by **Friday, September 23, 2022** for first review. The résumé should reflect years, months of employment, and beginning/ending dates.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2076>

For further information, contact:



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