The seal of San Joaquin County is a circular emblem. It features a central figure of a person standing on a pedestal, holding a scale of justice. The figure is surrounded by various symbols, including a plow, a sheaf of wheat, and a bundle of grapes. The words "SAN JOAQUIN COUNTY" are written around the perimeter of the seal.

# San Joaquin County Employment Opportunity **Deputy Director - BHS - Clinical** Behavioral Health Services

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## *About the position*

The Deputy Director of Behavioral Health Services—Clinical is responsible for the direction and management of a specific comprehensive program or programs in the Behavioral Health Services Department which will include leading, managing, directing, and administering assigned program budgets, oversight of assigned programs functions and activities to ensure compliance with applicable laws and regulations while providing guidance and supervision to professional, para-professional and support staff in delivering mental health services to the residents of San Joaquin County.

## *The ideal Candidate*

The ideal candidate will possess licensure with the State of California as a Clinical Social Worker (LCSW), a Marriage and Family Therapist (MFT), a Licensed Professional Clinical Counselor (LPCC), a Psychologist, or as a Physician with experience in managing a public healthcare agency or programs, including managing behavioral health clinical programs.

The ideal candidate will be able to demonstrate and model a strong work ethic and leadership skills, including accountability for themselves and others.

## *About the department*

Behavioral Health Services (BHS) is a division of San Joaquin County Health Care Services and provides an array of mental health and substance use disorder treatment services, primarily for Medi-Cal beneficiaries in San Joaquin County. The department consists of over 800 employees in the following operational divisions: Administration; Mental Health Services; Mental Health Forensic Services; Adult/Older Adult Services; Inpatient and Crisis Services; Children's Services; and Substance Abuse Services.

The mission of San Joaquin County Behavioral Health Services is to partner with the community to provide integrated, culturally and linguistically competent mental health and substance abuse services to meet the prevention, intervention, treatment and recovery needs of San Joaquin County residents.

Recruitment Announcement  
0423-ES2312-EX

Equal Opportunity Employer

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

**SAN JOAQUIN**  
— COUNTY —  
*Greatness grows here.*

# Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

## Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



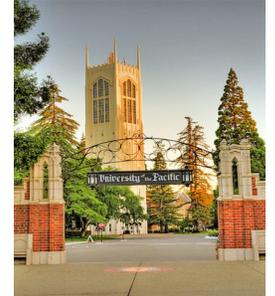
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## Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



## Agriculture

The County is one of the most agriculturally rich regions in California. Almonds are the leading commodity with over 104,000 bearing acres. Milk, grapes, walnuts, and cherries round out the top crops, with an abundance of other produce. Grapes make up 91,000 bearing acres, much of which are wine grapes. There are over 85 wineries within the Lodi Appellation which offer opportunities for tasting and special events.

Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

## Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

**SAN JOAQUIN**  
— COUNTY —

*Greatness grows here.*

# Deputy Director—BHS—Clinical

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## Typical Duties

Under the direction of BHS and HCS Administration, this position is responsible for the direction and management of programs of the Behavioral Health Services division to ensure continuity of care to the clients of San Joaquin County. Other primary duties may include:

- Plans, develops, manages and administers BHS programs for the treatment of behavioral/mental disorders; directs program operations to maximize efficiency, improve service levels, reduce costs, and ensure effective utilization of available resources; exercises good judgement and make sound business decisions in managing assigned activities; provides strategic leadership through communication, demonstration, and accomplishment of the organizational mission, vision, and values.
- Through subordinate managers and supervisors, oversees and directs a multi-disciplinary staff engaged in the direct provision of clinical and support services to patients and their families; monitors staff work activities and responsibilities; directs and administers personnel matters, including employee selection, assignment, and evaluation; directs employee discipline as required; directs and oversees staff development training.
- Directs and participates in the determination of appropriate clinical procedures, including case assignments and the review of case histories at treatment plans; assists clinical staff with the more difficult cases; consults with management, supervisory, and medical staff as required.
- Provides for community and staff education and training; disseminates information on programs; addresses public and private groups regarding behavioral/mental health services.
- Directs the development and implementation of quality control and quality improvement programs and initiatives; analyzes and monitors performance indicators and ensures that assigned operations meet established standards; recommends process improvement to ensure operational effectiveness and superior customer service.

## Desirable Qualifications

**All interested candidates are encouraged to apply.**

**Experience:** Five years of management experience in a public sector health care agency or program, including at least two years management behavioral health clinical program services or activities.

## Required Qualifications

### EITHER PATTERN I

**License:** Valid California Licensure in one of the following:

- A) A Licensed Clinical Social Worker (LCSW), a Marriage and Family Therapist (MFT), or a Licensed Professional Clinical Counselor (LPCC) issued by the California Board of Behavioral Sciences.
- B) A Psychologist issued by the California Board of Psychology.
- C) A Physician, issued by the Medical Board of California (including certification by the American Board of Psychiatry and Neurology).

**Education:** Graduation from an accredited university with a master's or doctorate degree required by the State of California to become licensed as a LCSW, MFT, LPCC, Psychologist, or Physician.

### OR PATTERN II

**License:** Valid licensure as a Registered Nurse issued by the California Board of Registered Nursing (BRN), and current listing with the BRN as a Psychiatric/Mental Health Nurse.

**Education:** Graduation from an accredited university with a master's degree in psychiatric or mental health nursing.

### AND FOR BOTH PATTERNS

**License:** Possession of a valid California driver's license.

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# Deputy Director—BHS—Clinical

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## Compensation and Benefits

Approximate Annual Base Salary:

**\$118,634 - \$144,201**

In addition to the base salary, the County offers a comprehensive compensation package which includes a Cafeteria Plan (annual amount of \$24,023) which is considered the employer's health benefit contribution and may be used to purchase medical, dental, and vision coverage. Depending on the health plan selected, premiums not paid by the Cafeteria Plan allowance will be the employee's responsibility through a pre-tax deduction. Unused monies are paid as additional salary.

- Cafeteria Plan
- Vacation cash-out up to 8 days annually
- 1937 Retirement Act plan with reciprocity with CALPERS
- 125 Flex Spending Benefits Plan
- 457 Deferred Compensation Plan
- A 2% employer contribution to the County's 457 Deferred Compensation Plan
- 12 days sick leave annually with unlimited accumulation.
- 10 days of vacation leave (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years)
- 14 paid holidays per year
- 80 hours of Administrative Leave annually

Potential Annual	Step 1	Step 5
Annual Salary* (see above)	\$118,634	\$144,201
Cafeteria Plan	\$24,023	\$24,023
2% Deferred Comp annual	\$2,373	\$2,844
Vacation Cash-out	\$3,651	\$4,437
<b>Total</b>	<b>\$148,681</b>	<b>\$175,505</b>

## Recruitment Incentives\*

- Reimbursement of qualifying moving expenses up to \$5,000.
- Vacation accrual rate consistent with candidate's total years of public service.
- Sick leave credit up to 160 hours of unreimbursed sick leave from the prior public sector employer.

*\*Recruitment Incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.*

## Application Submittal

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire by the final filing date.

Final Filing Date: **Friday, May 19, 2023**

Resumes will not be accepted in lieu of a complete application package.

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.



## Selection Process

If warranted by the number of candidates, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in the next phase of the selection process, which will include an interview with the Deputy Director of BHS and the Director of HCS Administration.

Offers of employment will be conditional upon successfully passing a pre-employment DOJ Live Scan, a pre-employment background screening, and a pre-employment drug screening.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exam positions are at-will and are not governed by the Civil Service Rules.