

# BEHAVIORAL HEALTH ADMINISTRATOR COUNTY OF SAN LUIS OBISPO



## HEALTH AGENCY/ BEHAVIORAL HEALTH DEPARTMENT

OPEN UNTIL FILLED.

FIRST RESUME/APPLICATION SCREENING ON AUGUST 13, 2013



## **THE HEALTH AGENCY**

The [Health Agency](#) is comprised of the Behavioral Health Department, the Public Health Department, the Animal Services Division and the Office of the Public Guardian. The Agency employs over 450 people with total funding over \$81 million in the current fiscal year.

## **BEHAVIORAL HEALTH SERVICES**

The [Mental Health Services Division](#) Provides culturally and linguistically appropriate services for eligible county residents in need of mental health care. Services include assessments, individual and group therapy, crisis intervention, case management, medication management, rehabilitation and vocational services for county residents who are severely mentally ill and meet established Medi-Cal criteria.

The [Drug and Alcohol Services Division](#) provides treatment for issues of addiction and recovery from substance use. Programs include perinatal outpatient treatment for parenting women, co-occurring disorders treatment, youth and family treatment, driving under the influence programs, and court-mandated treatment programs.

The [Mental Health Inpatient Unit](#) (PHF) is a 16-bed facility licensed by the State. Services include psychiatric assessments, medication, crisis interventions, and individualized discharge plans.

## **The ideal candidate is someone who has:**

- Comprehensive experience, knowledge and commitment to the principles, methods and service delivery practices of community mental health, particularly evidence-based and emerging best practices that focus on peer and family support and recovery.
- A clear vision for the operation of an integrated alcohol, drug, and mental health services department and primary care.
- A strong clinical background, preferably in, or as a contractor in, the public sector. Knowledge of California State and County mental health funding, service systems and practices, and major changes in healthcare such as the ACA and Katie A implementation.
- Understanding of mental health financial management, budget analysis and preparations.
- Leadership in development of cultural diversity with staff as well as peer and family members.
- Strong commitment to the principles of consumer recovery and family support.
- Knowledge of effective outreach strategies to underserved communities such that services and supports are within and consistent with the cultural values and social context of those served.
- Excellent interpersonal skills to work effectively in a team-based, collaborative approach with County interagency partners, mental health stakeholders and underserved communities.
- The ability to inspire high standards and create a highly professional and stimulating work environment fostering a sense of working together toward common goals and an atmosphere of shared responsibility.
- Capacity to develop, organize and direct complex projects independently.
- Strong analytical and problem solving skills.
- Excellent oral and written communication skills and the ability to convey the goals and desired outcomes to staff to foster increased engagement.
- The ability to prepare technical and informational reports independently.

## THE RECRUITMENT

San Luis Obispo County is seeking an innovative, highly motivated, experienced administrator to plan, manage and direct the operations and activities of behavioral health programs and services including Mental Health and Drug and Alcohol Services. The qualified candidate will have excellent organizational, fiscal, leadership and communication skills; oversee the efficient and effective delivery of services; and be able to work collaboratively within the department, the County and with other agencies and the community. San Luis Obispo County Behavioral Health Administrator is an unclassified position appointed by and serving at the pleasure of the Health Agency Director.

The Behavioral Health Administrator is a high profile, executive level position reporting directly to the Health Agency Director. This position serves as part of the Health Agency Leadership Team, providing direction, leadership and oversight to a staff of 230+ permanent employees working in the areas of mental health outpatient services, mental health inpatient services, drug and alcohol services, and outreach/prevention services.

## THE POSITION

The Behavioral Health Administrator is an at-will, assistant department head position based in San Luis Obispo. The **incumbent is exempt from the County's Civil Service system** and serves at the pleasure of the Health Agency Director.

This position is responsible for providing effective oversight of community behavioral health services including Adult and **Children's System of Care and Alcohol and Drug Program**. This position, both directly or indirectly, supervises the majority of staff in the department and is critical to the success of the department.

### **This position is required to:**

- Supervise and empower others, including senior-level leadership within the department, by soliciting input, welcoming feedback and encouraging open communication department-wide.
- Develop, implement, and evaluate professional standards and best practices that meet organizational goals and relevant outcomes.
- Make recommendations to the Director regarding broad policy decisions for the department that strategically align the methods of delivering services with best practices.
- Interface with the CEO and Board at a policymaking level.
- In partnership with community based organizations, provide services to consumers.
- Work closely with the executive team to prioritize and allocate resources and balance fiscal priorities among divisions, projects, and programs.
- Lead multi-disciplinary teams with team membership from multiple departments, labor organizations, the community, and other governmental agencies.
- Coordinate resources and decision making with other departments.
- Exercise a high level of independent action and decision making over division operations.

## THE COUNTY

Located halfway between L.A. and San Francisco, approximately 260,000 people call San Luis Obispo County home. Over a dozen delightful towns and cities, including the City of San Luis Obispo, Arroyo Grande, Atascadero, Avila Beach, Cambria, Cayucos, Morro Bay, Nipomo, Paso Robles, Pismo Beach, San Miguel, San Simeon, and others create a single extended community.

**San Luis Obispo County's natural beauty includes** beaches, lakes, mountains, wetlands, elfin forests, and state/county parks. San Luis Obispo County is home to California Polytechnic State University, Cuesta Community College, Hearst Castle, two of the 21 historical California missions, and a commercial airport. San Luis Obispo County schools are among the highest ranked schools in the state.

San Luis Obispo County is one of the largest wine regions in California. Throughout the County there are year-round farmers markets, recreational activities, wine tours, and cultural events to meet all your relaxation needs. Agriculture, government, tourism, recreation, and a growing technology business sector make up the stable economic background of the County.

More information about San Luis Obispo County can be found at: [www.sanluisobispo.com](http://www.sanluisobispo.com)



## Minimum Qualifications

Pursuant to California Code of Regulations, Title 9, Division 1, Chapter 3, Article 8, Section 620, Where the Local Mental Health Director is other than the local health officer or medical administrator of the county hospital, he or she shall be one of the following:

(a) A physician and surgeon licensed in the State of California showing evidence of having completed the required course of graduate psychiatric education as defined in Section 623 to be supplemented by an additional period of two years of training or practice limited to the field of psychiatry, one year of which shall have been administrative experience.

(b) A psychologist who shall be licensed in the State of California and shall possess a doctorate degree in psychology from an institution of higher education. In addition, the psychologist shall have had at least three years of acceptable clinical psychology experience, two years of which shall be administrative experience.

(c) A clinical social worker who shall possess a master's degree in social work or higher and shall be a licensed clinical social worker under provisions of the California Business and Professions Code, and shall have had at least five years mental health experience, two years of which shall have been administrative experience.

(d) A marriage, family, and child counselor who shall have a master's degree in an approved behavioral science course of study, and who shall be a licensed marriage, family, and child counselor and have received specific instruction, or its equivalent, as required for licensure on January 1, 1981. In addition, the marriage, family, and child counselor shall have had at least five years of mental health experience, two years of which shall have been administrative experience. The term, specific instruction, contained in Sections 5751 and 5751.3 of the Welfare and Institutions Code, shall not be limited to school, college, or university classroom instruction, but may include equivalent demonstrated experience in assessment, diagnosis, prognosis, and counseling, and psychotherapeutic treatment of premarital, marriage, family, and child relationship dysfunctions.

(e) A nurse who shall possess a master's degree in psychiatric or public health nursing and shall be licensed as a registered nurse by the Board of Registered Nursing in the State of California, and shall have had at least five years mental health experience, two of which shall have been administrative experience. Additional post-baccalaureate experience in a mental health setting may be substituted on a year-for-year basis for the educational requirements.

(f) An administrator who shall have a master's degree in hospital administration, public health administration, or public administration from an accredited college or university, and who shall have at least three years experience in hospital or health care administration, two of which shall have been in the mental health field. Additional qualifying experience may be substituted for the required education on a year-for-year basis with the approval of the Department of Mental Health.

## COMPENSATION

A competitive compensation package will be offered based on the qualifications and experience of the successful candidate.

### SALARY RANGE

**\$10,569/mo.—\$12,847/mo.**

For benefits information visit:

[www.slocounty.ca.gov/Assets/PE/Benefits/bu08.htm](http://www.slocounty.ca.gov/Assets/PE/Benefits/bu08.htm)

## PROJECTED RECRUITMENT PLAN

Applications and resumes will be reviewed on August 13, 2013. Those candidates with education and experience that best fit the job requirements will be invited to a panel interview. The panel will refer finalists to be interviewed by senior County staff (stakeholders), members of the County Behavioral Health Board, and the Health

**This position is open until filled.**

**Applications and resumes  
should be received prior to  
5:00 PM on August 12, 2013**

**To apply please submit your  
resume and cover sheet via email  
to Ken Tasseff at:  
[ktasseff@co.slo.ca.us](mailto:ktasseff@co.slo.ca.us)  
(805) 781-5455**

