

San Joaquin County Employment Opportunity

Director of Behavioral Health Services

THE POSITION

San Joaquin County Health Care Services is seeking a Director of Behavioral Health Services (Chief Deputy Director—Behavioral Health Services) to lead an organization of dedicated mental health professionals. The County is seeking clinical candidates who are visionary, collaborative, and results-oriented with senior-level management experience in the area of behavioral health services, preferably in the public sector. The Director reports to the Health Care Services Agency Director, and provides strategic direction and administrative oversight for Behavioral Health Services (BHS). The Director is responsible for leading, managing, directing and administering BHS programs, functions, budgets and activities and ensuring their compliance with all applicable laws and regulations, as well as the policies established by the Director of Health Care Services, the County Administrator, and the Board of Supervisors. This position serves as the Mental Health Director and Alcohol and Drug Program Administrator for the County, is an at-will position and is exempt from the San Joaquin County Civil Service System.

THE DEPARTMENT

Behavioral Health Services provides an array of mental health and substance use disorder treatment services, primarily for Medi-Cal beneficiaries in the County. 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. The department consists of 864 employees and has an operational budget of \$265 million. The operational divisions of the department include: Administration, Mental Health Services, Mental Health Forensic Services, Adult/Older Adult Services, Inpatient and Crisis Services, Children's Services, Substance Abuse Services and Mental Health Pharmacy.

THE IDEAL CANDIDATE

The ideal candidate will be a demonstrated leader dedicated to meeting the communities needs for integrated health services. The successful candidate will be a licensed professional whose experience demonstrates a desire to effectively serve vulnerable populations with respect and dignity. The ideal candidate will:

- ◆ Possess the ability to leverage the technical expertise of internal and external resources while managing competing demands of a large, dynamic organization.
- ◆ Possess excellent communication skills, with the ability to establish relationships, build networks, and generate resources to meet the needs of Behavioral Health Services and the community.
- ◆ Lead with integrity and demonstrate the ability to mentor and develop staff at all levels of the organization.

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 Bob Hope Theatre, Hutchins Street Square and the Grand Theater provide memorable experiences for children and adults.

Over 75 languages are spoken within the region and cultural festivals are held year-round, celebrating and sharing food, music, art, dance and traditions.

Sports venues include the Stockton Arena and Banner Island Ballpark for basketball, hockey, baseball, and other special events. Enjoy college athletics at University of the Pacific and San Joaquin Delta College.

San Joaquin County operates nine community parks for boating, camping, swimming and organized sports. Oak Grove Regional Park features one of the last stands of ancient Valley Oak in the northern San Joaquin Valley. Micke Grove Regional Park has a zoo, carnival rides, a Japanese garden and a historical museum to delight both children and adults.

The Sandhill Crane Festival is held in Lodi every fall to herald their annual stop along the Pacific Flyway.

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.



Education

From preschool to higher education, the County has it covered with an abundant array of public and 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 San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 14 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 a value of over \$694 million in 2020. Milk, grapes, walnuts, eggs, cattle, tomatoes, cherries, blueberries and hay complete the top ten leading crops.

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. 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.

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

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Director Of Behavioral Health Services

Typical Duties

The Director plans, organizes, and directs Behavioral Health Services programs, budgets and activities.

In conjunction with the Director of Health Care Services (HCS) and medical and clinical staff, the Director will develop and implement Behavioral Health Services operational policies and procedures.

The Director collaborates with the Behavioral Health Officer (medical director) on matters related to behavioral health medical operations, including patient care and training programs and confers with the Director of HCS in developing recommendations to advisory boards, County Administrator, and the Board of Supervisors.

For additional information, please review the full [job description](#).

Current Initiatives and Projects:

(will obtain current list from GV)

- Implementation of a three year Mental Health Services program and expenditure plan
- Implementation of expanded services under the approved Mental Health Services program and expenditure plan
- Implementation of service delivery changes required by CalAIM
- Migration to the CalMHSA regional Electronic Health Record
- Negotiation and implementation of a new 16 bed in inpatient contract facility within the County
- Continued expansion of the County's Drug Medi-Cal Organized Delivery System organized Delivery Systems

Required Qualifications

Either Pattern I

License: Valid California licensure as one of the following:

1. 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 (CBBS).
2. A Psychologist issued by the California Board of Psychology.
3. 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 Licensed Clinical Social Worker (LCSW), Marriage and Family Therapist (MFT), Licensed Professional Clinical Counselor (LPCC), Psychologist, or Physician.

OR Pattern II

License: Valid licensure as a Registered Nurse issued by the California Board of Registered Nursing, 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.

Desirable Qualifications

Experience: Seven years of senior-level management experience in a federal, state, or local behavioral health agency, including two years in a diverse community-based behavioral health program.

Director of Behavioral Health Services

Compensation and Benefits

Annual Base Salary: \$224,965 - \$273,447

In addition to the base salary, the County offers a competitive benefits and compensation package that includes:

- A 5% employer contribution to the County's 457 Deferred Compensation Plan
- Vacation cash-out up to 15 days annually
- Annual car allowance of \$7,020
- License/Certificate renewal paid by the county
- 1937 Defined Benefit Retirement Act plan — reciprocity with CALPERS
- 125 Flex Benefits Plan
- 12 days sick leave annually — unlimited accumulation
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- 14 paid holidays per year
- 10 days administrative leave per year

For more information about County offered benefits, please visit our website at [Human Resources Division. \(sjgov.org\)](http://HumanResourcesDivision.sjgov.org)

Application & Selection

The competitive process includes submittal of a completed San Joaquin County Employment application. Resumes will not be accepted in lieu of a complete application package. 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 Director of Health Care Services.

To apply, submit a completed application and supplemental questionnaire on or before the final filing date.

Final Filing Date: May 23, 2025

Offer of employment will be conditional upon successfully passing a pre-employment Background, DOJ Live Scan and drug screen.

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

Recruitment Incentives*

Upon the request of the Department Head and with the approval of the County Administrator or their designee, the following recruitment incentives may be provided.

- **Reimbursement of moving expenses:** Actual documented cost of moving to a maximum of \$8,000. Costs may include moving expenses, interim housing, and travel expenses related to the move for the candidate and their family. Any approved reimbursement shall be made contingent upon employment, in two incremental payments: the first payment after six months of service, the second after twelve months of service.
- **Vacation Accrual Rate:** The San Joaquin County vacation accrual rate consistent with the candidate's total years of public service.
- **Sick Leave:** If the candidate is leaving other employment to accept the San Joaquin County position, credit of the candidate's actual unreimbursable sick leave hours from the candidate's last agency will be a maximum of 160 hours. Such hours shall be subject to San Joaquin County's minimum sick leave cash out provisions.

Potential Annual Cashable Compensation	Step 1	Step 5
Base Salary	\$224,966	\$273,447
5% Deferred Comp	\$11,248	\$13,672
Vacation Cash-out	\$12,978	\$15,775
Car Allowance	\$7,020	\$7,020
Total	\$256,212	\$309,914

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