BEHAVIORAL HEALTH DIVISION DIRECTOR

Annual Salary $158,516 - $191,158

EQUITY | INTEGRITY | TRANSPARENCY | DIVERSITY
Sonoma County offers a rare and compelling array of scenic, recreational, and geographic characteristics – including over 200 award-winning wineries, inspiring coastline and beaches, the Russian River, and majestic redwoods. The County encompasses over one million acres of land and water, rich with agriculture, parks, campsites, lakes, and open space. Sonoma County is also home to a wide variety of restaurants, art and music festivals, farmers’ markets, and concert venues. Local schools continually rank high on California’s Academic Performance Index, and the Santa Rosa Junior College and Sonoma State University offer higher education opportunities. Sonoma County is an increasingly diverse region and is home to approximately 500,000 residents. The Latino population has grown by almost 250% within the last 25 years and is approximately 27% of the population. In 2016, slightly more than half of Sonoma County’s population was between 25 and 64 years old; however, between 2007 and 2016, the fastest growing age range in the county were those aged 65 to 74.

Sonoma is a general law county, governed by a five member Board of Supervisors. The Board is fully committed to a mission and vision that values high quality services to support and enrich the community. The Board is also committed to strong leadership and engages citizen participation, providing transparency and accuracy in information and an efficient and fiscally sustainable government. The County Administrator leads a team of dedicated department heads who work collaboratively to address and strategically prepare for County initiatives and challenges. The County has 29 departments, agencies, offices, and special districts and employs over 4,100 regular personnel with an annual budget of approximately $1.98 billion for fiscal year 21-22.

Please visit www.sonomacountyconnections.org for more information about Sonoma County as a place to live, work, and build your career legacy.

THE DEPARTMENT OF HEALTH SERVICES

The Department of Health Services is a large, complex department of 582 full time equivalent positions, with an operating budget of $280 million, consisting of three divisions: Administration, Public Health, and Behavioral Health. The Department’s revenue sources include State and Federal funds, fees and reimbursements for services and county General Fund.

The Department’s Executive Leadership Team, reporting to the Director, includes: two Assistant Directors; Health Officer; Compliance Officer; Behavioral Health Division Director; and Public Health Division Director.

The Department’s mission is to “promote, protect and ensure access to services to support the health, recovery and well-being of all in Sonoma County.”

DHS is driven by its mission to promote, protect, and ensure access to services that support the health, recovery, and well-being of all in Sonoma County. These ideas form the basis for how the department operates and delivers services:

- Excellence - DHS strives to create a culture of learning, innovation, and data-driven practices in order to guide internal operations, improve performance, and build staff expertise
- Collaboration - DHS engages and works collaboratively with partners, communities, and staff to maximize its impact across the County
- Equity - DHS works to reduce disparities and ensure fairness, compassion, and social justice
The mission of the Behavioral Health Division is to promote the recovery and wellness of Sonoma County residents by providing high quality, culturally responsive services in all languages. The Division accomplishes this mission by embracing a recovery philosophy focused on building and strengthening the capabilities of people with mental illnesses and/or substance use disorders, in order to achieve their full potential and live meaningful lives in the community of their choosing. The building blocks of this philosophy include an emphasis on: self-direction, individualized and person-centered care, empowerment and shared decision-making techniques, and a holistic approach that encompasses mind, body, spirit, and community.

The Division is responsible for providing mental health and substance use disorder services across the service spectrum: prevention, early intervention, treatment, and aftercare and recovery. Services are provided departmentally and through partnerships with community based agencies. Through partnering with clients, family members, and the community, and focusing on respect, responsibility, and hope, the Behavioral Health Division fosters a collaborative approach to wellness.

The Behavioral Health Division is also responsible for directly administering specialty mental health treatment services to County residents whose mental health needs are determined to be medically necessary, as defined by CCR Title 9 and W&I Code 5600.

The Behavioral Health Division Director reports to the Director of Health Services and has oversight of the Division’s clinical programs and services. The position is responsible for a $120 million dollar budget, consisting of multiple funding streams. The budget supports 45 programs and a staff of approximately 275 employees, including 15 direct reports.

In order to effectively and efficiently administer programs and services, the Behavioral Division Director is delegated authority by the Director and held accountable for the operation of the Division, including the prioritization and coordination of its mandates, goals, and objectives. This position is also responsible for reviewing and evaluating programs in order to prioritize resources based on the greatest need, return on investment, and anticipated future needs, in adherence with all fiscal and legal responsibilities as well as federal and state mandates.

The Behavioral Division Director is responsible for championing and fostering community partnerships, and actively engages in legislative affairs. The incumbent attends and participates on local boards, conferences, and commissions, is responsible for identifying behavioral health related service gaps across local communities, and serves as an advocate for the changes needed to address inequities.
The Behavioral Health Division Director must possess a big picture understanding of behavioral health and substance use disorder (SUD) treatment programs, and the ability to work across systems of care in order to promote collaboration and coordination. The ideal Behavioral Health Services Director will also be a creative visionary and strategic thinker who:

**The Ideal Candidate**

- **Understands** the roles and strengths of the Behavioral Health care community, and will foster relationships between the County and its community partners in order to advance a shared vision.
- **Possesses** the drive and leadership abilities needed to advance County goals, and effectively and efficiently manage and grow the Division.
- **Has a passion for public service** and a desire to serve the most vulnerable population, with a dedication to supporting the social, ethical, and cultural values of the community.
- **Is a diplomatic communicator**, with excellent oral and written communication skills, including persuasive report writing and presentation abilities that move audiences to engagement and action.
- **Looks at new methods of delivering services** in the most efficient and effective way possible for the health of the organization as a whole and community it serves.

**Minimum Qualifications**

Minimum qualifications for this position include a master’s degree in health care administration, public health, psychiatric nursing, psychology, sociology, counseling, public administration, business administration and/or a related field from an accredited college or university, and four years administrative or management experience at the level of 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 requiring large expenditures of funds. The position also requires licensure in accordance with California Administrative Code, Title IX, Section 620. For specific information about the various licensure requirement options, please refer to the job announcement.

**The Benefits**

Sonoma County offers a total compensation package that is both attractive and competitive. Salary for the Behavioral Health Division Director is $158,516-$191,158*, depending upon the qualifications of the selected candidate. In addition, Sonoma County offers:

- An annual Staff Development/Wellness Benefit allowance up to $1,700 and ongoing education/training opportunities
- Competitive vacation and sick leave accruals, 12 paid holidays, and an additional 8 floating holiday hours per year
- Significant portion of health care premiums paid by the County and access to several health plan options
- County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits
- Retirement fully integrated with Social Security
- May be eligible for up to 8 weeks (320 hours) of Paid Parental Leave after 12 months of County employment
- Eligibility for a salary increase after 1,040 hours (6 months when working full-time) for good work performance; eligibility for a salary increase for good performance every year thereafter, until reaching the top of the salary range

*The annual base salary range for the position is $151,316-$183,958. In addition to the base salary, the position receives a cash allowance of approximately $600 per month. Combined, the annual salary is $158,516-$191,158. Salary is negotiable within the established base salary range. Benefits described herein do not represent a contract and may be changed without notice.
THE SELECTION PROCESS & KEY TENTATIVE DATES

**January 3, 2022** - Final day for submission of application materials  
**Mid January 2022** - Top candidates will participate in the Department Selection Interview  
**Mid-to-Late January 2022** - Finalists will interview with the Department of Health Services Director

This time frame has been established to assist candidates with arranging availability around these dates; however, these dates are tentative.

TO APPLY

To be considered for this exciting career opportunity, please submit an online application and respond to the supplemental questions by January 3, 2022. Your materials should articulate your experience as it relates to the “Ideal Candidate” profile and necessary qualifications listed. To apply, please visit www.governmentjobs.com/careers/sonoma.

Questions can be directed to:

**David Phillips - Human Resources Analyst**  
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575 Administration Drive, Suite 116-B  
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Telephone: (707) 565-2147  
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For additional information about the County visit:

www.sonoma-county.org  
www.sonoma-county.org/health  
www.sonomacountyconnections.org

The County of Sonoma values diversity and is dedicated to creating a workplace environment that provides individuals with a sense of belonging. We are committed to having a diverse workforce that is representative of the communities we serve. The County is proud to be an Equal Opportunity Employer where all aspects of employment are based on merit, competence, performance, and business need.