



## **Contra Costa County, CA**

### **Director of Behavioral Health**

**(Assistant Director of Health Services – Director of Behavioral Health)**

*(A more detailed brochure will be available soon)*

### **Contra Costa County & Community**

Located in northern California, Contra Costa County covers approximately 733 square miles extending from the northeastern shore of San Francisco Bay east to San Joaquin County. With a population numbering just over 1 million, Contra Costa is among the top ten most populous counties in California and home to one of the State's most ethnically, culturally, and socioeconomically diverse populations. It has one of the fastest growing work forces among Bay Area counties, with growth in its employment base being driven by the need to provide services to an increasing local population and the presence of relatively high-wage skilled jobs.

Contra Costa County was created in 1850 as one of 27 counties formed at the time of California's statehood. The County Seat and County's Administrative Offices are located in the City of Martinez.

Contra Costa is governed by an elected five-member Board of Supervisors and includes a variety of citizen commissions, committees, and other entities that advise the Board and County staff on issues and policy. The County Administrator is responsible for the day-to-day operations of the County.

The County provides a full range of services through 23 County Departments divided into the service areas of Public Protection, General Government/Municipal Services, Health and Human Services, and Special Districts and Authorities.

It has just shy of 10,000 budgeted positions and a total FY 2018-2019 budget of \$3.5 billion, with a General Fund budget of \$1.6 billion.

To learn more about our dynamic County, visit <http://www.co.contra-costa.ca.us/>.

### **Contra Costa Health Services Department**

Contra Costa Health Services (CCHS) is the largest department of the County with currently more than 4,500 individuals employed in the Department. The annual budget for FY 2018- 2019 is about \$1.8 billion. Ninety four percent (94%) of the Contra Costa Health Services budget is supported by federal and state funding programs such as Medi-



Cal and Medicare as well as program grants and fees. The remaining 6% of the budget is supported from the County's general fund.

Contra Costa Health Services is composed of several Divisions, including, Behavioral Health Services, Contra Costa Health Plan (a federally-qualified HMO, CCHP serves over 200,000 people in Contra Costa County with comprehensive, quality health coverage), Emergency Medical Services, Environmental Health, Hazardous Materials, Public Health, and the Contra Costa Regional Medical Center and Health Centers (CCRMC).

Additional information about Contra Costa County and the Health Services Department Services can also be obtained via the County website at: <https://cchealth.org>

## **The Director of Behavioral Health and Contra Costa Behavioral Health Services**

Contra Costa Behavioral Health, in partnership with consumers, families, staff, and community-based agencies, provides welcoming, integrated services for mental health, substance abuse, and other needs that promote wellness, recovery and resiliency while respecting the complexity and diversity of the people served.

As a Division within the Contra Costa Health Services Department, the Director of Behavioral Health Services also serves as an Assistant Director of Contra Costa Health Services and as a senior member of the overall Department. As such the Director will often work in partnership with the other Division Directors/Leaders to promote an integrated health system that embraces health reform to promote patient and community health and has equal accountability with the Medical Director of Behavioral Health.

Given the sometimes common multiple service needs of some patients/consumers, significant coordination with mental health, substance abuse (drugs and alcohol), public health, hospital services, community health clinics and social services is critical to good patient care. By partnering with consumers, families, community-based agencies, and the Health, Housing, and Homeless Services Division, Behavioral Health staff coordinate and collaborate to care for the whole person, recognizing the challenges of serving complex populations with multiple disorders.

The Director of Behavioral Health is a key executive within Contra Costa County, the Contra Costa Health Services Department, and within the healthcare community. S/he is responsible for the planning, organization, direction and day-to-day management of the Behavioral Health Services Division which includes Mental Health Services for



adults, older adults, children and adolescents, as well as Alcohol and Other Drug Services.

The Director of Behavioral Health will be responsible for a staff of approximately 578 employees and an annual budget of about \$225 million. Direct management reports include the Deputy Director, Behavioral Health Medical Director, Chief of Operations, Adult/Older Adult Services Program Chief, Child/Adolescent Services Program Chief, Quality Management Program Coordinator, and Alcohol & Other Drug Services Chief. There are also two mandated Advisory Boards that include the Mental Health Commission and the Alcohol & Other Drugs Advisory Board. Membership of each Board/Commission is established by law/regulation and include 16 and 18 members respectively. The Board memberships are also reflective of the professional communities, families and consumers served.

The Director of Behavioral Health Serves a dual role to also include being an Assistant Director of Health Services in the larger Department of Health Services

Additional information about the Behavioral Health Services Division and specific services provided is available at: <https://cchealth.org/mentalhealth/>

## The Candidate

### Education and Experience

Education and experience requirements for the Behavioral Health Services Director are largely specified by California law and include the following:

- Graduation from an accredited medical school and completion of an approved three-year Psychiatric Residency with a degree in Medicine. License: Possession or eligibility for possession, of a valid license to practice medicine in the State of California. Experience to include six (6) years of full-time or its equivalent experience in the practice of Psychiatry, three (3) years of which must have included the responsibility for administrative and supervisory duties in a multiple service mental health organization. **OR**
- Possession of a Doctorate degree in Clinical or Counseling Psychology from an accredited college or university with a one-year Clinical Internship. Experience to include six (6) years of full-time or its equivalent experience in the practice of Clinical or Counseling Psychology, three (3) years of which must have included responsibility for both administrative and supervisory duties in a multiple service mental health organization. **OR**
- Possession of a Master's degree in Social Work, Psychology, Counseling or closely related field from an accredited college or university. Experience to include six (6) years of full-time or its equivalent experience performing Clinical Social Work or providing Mental Health or Substance Abuse treatment services,



- three (3) years of which must have included responsibility for both administrative and supervisory duties. **OR**
- Possession of a Master's degree in Hospital Administration, Public Health Administration, Business Administration or Public Administration from an accredited college or university. Experience to include six (6) years of full-time or its equivalent experience in Health or Hospital Administration, three (3) years of which must have been in the mental health field and three (3) years of which must have included supervisory responsibilities.
  - Experience working in a highly unionized environment is highly recommended.

The successful candidate should also have in-depth knowledge of:

- Management and administrative principles and policies governing behavioral health, alcohol, substance abuse and related services.
- Strategic planning, leadership technique, and coordination of people and resources
- Best management practices in a unionized workforce.

In addition, the successful candidate will have the ability to:

- Administer service operations and provide effective leadership in a complex health care, social services and political environment.
- Analyze intricate systems related to behavioral healthcare.
- Work effectively and positively with multi-disciplinary teams of caregivers and employees, diverse populations of patients/consumers and communities, and their sometimes-conflicting priorities.
- Plan, direct, and coordinate the activities of the organization and achieve results through others.
- Communicate effectively, both verbally and in written form.
- Establish and maintain effective interpersonal working relationships.

### *Management Style and Personal Traits*

The successful candidate will be someone who has a strong Patient/Consumer and Community-Centric philosophy, an innate respect for stakeholders, and has sensitivity to diverse cultures. S/he should enjoy challenge, be knowledgeable in behavioral health services delivery and management, and is a strong, inclusive leader and team builder who is credible with staff and the community. They should also be personable, have a good sense of humor, a can - do attitude, excellent oral and written communication skills, and demonstrate ability to collaborate with a wide range of professionals, programs and communities.

S/he should have good strategic planning, leadership technique, and coordination skills working with people and resources. The role also requires that the individual be politically astute, collegial, approachable, and confident, in her/his interactions with the



County Health Services Director, County Administrator, Board of Supervisors, medical staff, colleagues and the community. The new Director of Behavioral Health should also be an effective listener with a high degree of ethics and integrity, and a person of compassion and empathy. The position requires the ability to clearly articulate complete and provide timely information, both orally and in writing, to the County Health Services Director and others as appropriate. S/he must be comfortable in expressing her/his opinion and providing professional advice when needed.

The selected individual must be an advocate of quality service and accountability, feel comfortable in a highly unionized work environment, build strong relationships and partnerships and be able to approach challenges and situations with professionalism, confidence, flexibility, creativity, and a positive outlook. In addition, they should promote wellness, recovery and resiliency while respecting the complexity and diversity of the people served in behavioral health and related services.

## **Compensation**

The salary range for this position is open, with hiring dependent upon experience and qualifications. The current annual salary range is \$109,061 to \$174,351.

Contra Costa County offers an attractive compensation and benefits package. A summary of major benefits is available upon request.

More information can be obtained by calling or contacting the telephone, fax and/or e-mail numbers noted below.

## **How to Apply**

If you or a colleague are interested in this outstanding opportunity, please submit a detailed resume as soon as possible to:

Robert Neher, FACHE, President or  
Lawrence Davenport, D.Ed. Executive Vice President

**Neher & Associates**

3790 Millerton Place

Suite 100

West Sacramento, CA 95691

Telephone: (916) 443-2421

Facsimile: (916) 443-5949



Applications are preferred electronically at: [robertneher@executivesearchneher.com](mailto:robertneher@executivesearchneher.com)  
Should you have any questions with regard to your own interest, or a recommendation of a colleague, please contact us at the numbers or e-mail above.

This position will be officially open until filled. The search is, however, on a fast track. Leading candidate applications will likely be reviewed in late February and early March, 2019 and screening interviews scheduled as resumes are received/reviewed. Interviews with the County will follow quickly thereafter. Supplemental information may also be requested of leading candidates/finalists.

***This position is exempt from the Contra Costa Merit system. Appointments to exempt positions in the County are at-will and not governed by the Civil Service Rules.***

***Contra Costa County is an Equal Opportunity Employer. Final appointment will be conditional upon passing the pre-employment drug screen and background investigation.***