



THE COUNTY OF SANTA CLARA  
INVITES APPLICATIONS FOR

# DEPUTY DIRECTOR, BEHAVIORAL HEALTH SERVICES DEPARTMENT

AN EXECUTIVE LEADERSHIP CAREER OPPORTUNITY

## THE POSITION

The County of Santa Clara is seeking a dynamic Deputy Director for the Behavioral Health Services Department who is decisive, strategic, and possesses considerable management and leadership experience. This is an exciting and challenging career opportunity for a highly qualified individual who is capable of providing effective leadership in the areas of Managed Care Operations and Service Delivery. This position works closely with the Director of the Behavioral Health Services to support the administrative and programmatic operations of the department.

The Deputy Director is responsible for planning, organizing, directing, coordinating, and evaluating the operations and staff across corresponding divisions, including Quality Management, Analytics and Reporting, Access and Unplanned Services, and Service Delivery, including systems of care for children, youth, families, adults, and older adults. Familiarity with the Affordable Care Act, Mental Health Parity and Addictions Equity Act, 2016 Medicaid Managed Care Final Rule, Knox-Keene Health Care Service Act of 1975, electronic health care systems, CalAIM, Medi-Cal delivered specialty mental health services, and DMC-ODS delivery systems to address substance use disorders is highly desirable.

- The County of Santa Clara is an equal opportunity employer and values diversity at all levels of the organization.-

# BEHAVIORAL HEALTH SERVICES DEPARTMENT

The County of Santa Clara, Behavioral Health Services Department is recognized as an innovative leader in the field, leading the Nation's first Pay for Success Project in Mental Health, implementing allcove, a prevention/early intervention program for children and youth, based on Australia's headspace model, and providing a robust mental health and substance use treatment system across the lifespan. The Department has 866 full time employees, contracts with a large, community-based provider network, and manages an annual budget of \$737 million. To learn more about the Behavioral Health Services Department, [click here](#).

## THE IDEAL CANDIDATE

A qualified candidate would typically possess education and experience equivalent to a master's degree from an accredited college or university in Psychology, Social Work, Behavioral Sciences, Nursing, Public Administration or a closely related field and five (5) years of recent administrative-level experience in the planning, organization, management, and coordination of behavioral health, mental health and/or substance use programs, including services across the age span (i.e., children, youth, families, adults, and older adults) and/or the management of administrative operations for a large governmental organization, public entity, or corporation.

Candidates should have thorough knowledge of principles and practices of health care administration, organization, budget, management analysis, supervision, personnel management, employee relations, information systems applications and organizational development; current prevention, early intervention and emerging, best and evidence-based clinical practices for adults and older adults with behavioral health needs; demographic and client service and utilization data for decision-making, program design and the development and evaluation of program and system metrics; financial and administrative problems common to health care operations; federal and state laws, rules and regulations pertaining to service delivery, public accounting and budgeting; principles and techniques of management analysis and organizational design necessary to formulate, implement and evaluate administrative policies and procedures; and cultural values and practices of the diverse communities served by the department.

## KEY RESPONSIBILITIES

**Strategic Planning and Direction:** To further develop and enhance the Behavioral Health Medi-Cal managed care plan as part of CalAim Payment Reform and to further improve access to and quality of behavioral health services delivered to Medi-Cal beneficiaries as well as uninsured residents in Santa Clara County.

**Executive Leadership:** Collaborate with executive colleagues in the establishment and execution of the department's goals and objectives, including budget, strategies, policies, and procedures.

**Organizational Excellence:** Use data and best practices to guide decision making and direct and lead subordinate managers in the development, maintenance, and evaluation of programs and staff performance.

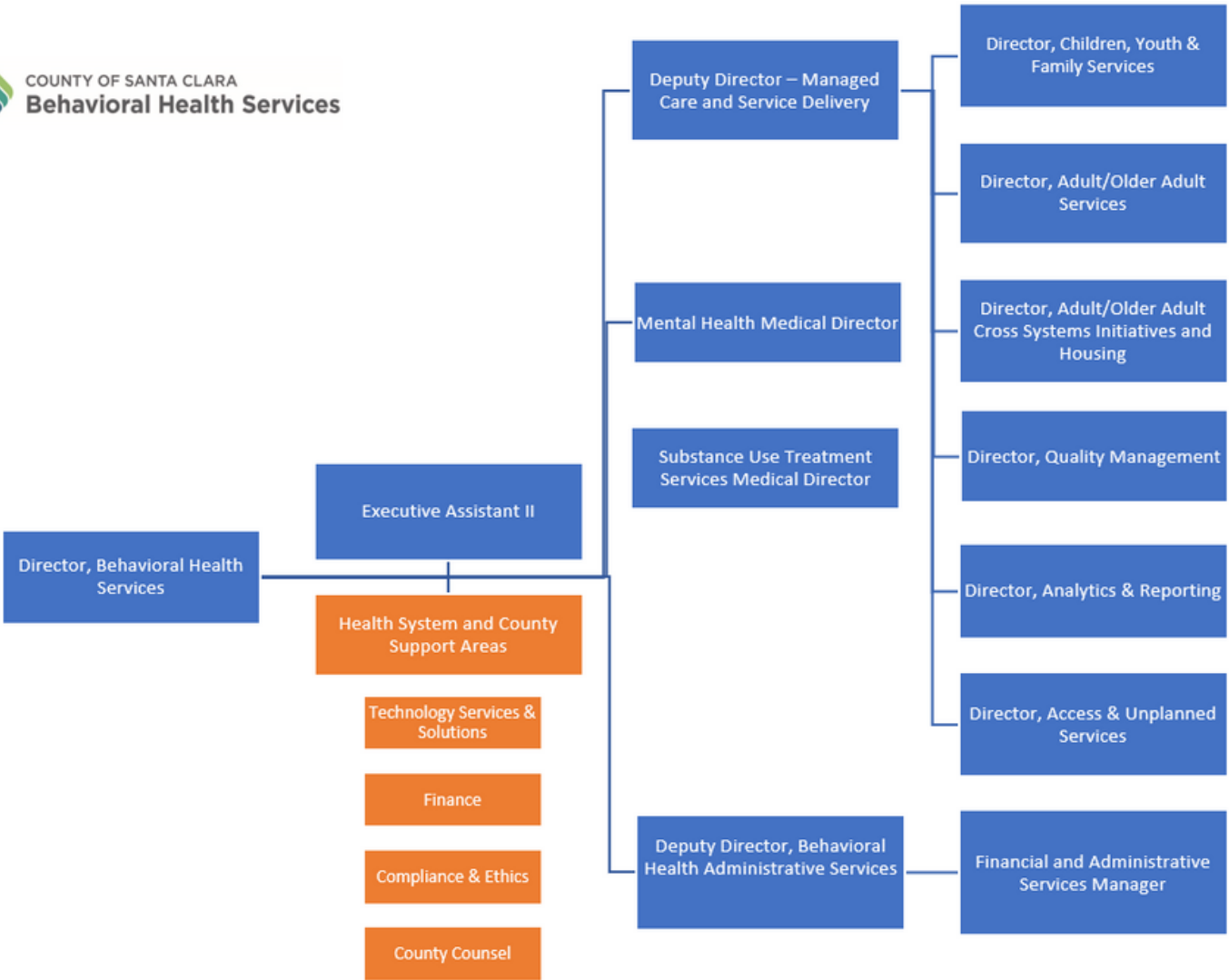
**Collaboration:** Lead and support cross-departmental and inter-agency collaboration in order to enhance the various functions within the Behavioral Health Services Department.



TO LEARN MORE AND TO APPLY

[CLICK HERE](#)

# ORGANIZATION CHART



TO LEARN MORE AND TO APPLY

[CLICK HERE](#)

# COUNTY MISSION STATEMENT AND CORE VALUES



## MISSION STATEMENT

The mission of the County of Santa Clara is to **plan** for the needs of a dynamic community, **provide** quality services, and **promote** a healthy, safe, and prosperous community for all.

## CORE VALUES

- **Advance Equity.** We strive to create a more just and prosperous community by focusing on equity, inclusion, and belonging in County services, initiatives, policies, and decisions.
- **Demonstrate ethical conduct reflecting honesty and integrity.** As individuals and as an organization, our actions represent responsibility and accountability. We uphold the principles of equality, fairness, and objectivity.
- **Commit to efficient, effective, quality service.** We seek continuous improvement. We collaborate within and across departments for the good of the customer and community.
- **Value the community.** We create an inclusive environment that supports the diversity of our community. We take action to communicate openly and frequently, encouraging public participation.
- **Uphold our fiscal responsibility.** We use the resources entrusted to us wisely. We effectively balance the needs of the community with available resources while advocating for the best value and best service.
- **Exhibit mutual respect.** We exercise respect and courtesy at all levels of the organization. We acknowledge differences of opinion exist, and while we may differ, we continue to value effective working relationships.
- **Encourage innovation and flexibility.** We are receptive to creative suggestions and solutions. We foster internal and external partnerships that advance our mission, values, and goals.

# THE COUNTY

Located in the heart of Silicon Valley, Santa Clara County has a rich history that spans from its agricultural roots to its current position as a global hub of innovation and technology. With a multitude of natural amenities, 300 days of sunshine a year, strong economic vitality, and one of the highest standards of living in the country, the region attracts people from all over the world and has long been considered one of the best places to live and work in the United States.

Santa Clara County's population of over 1.9 million is the largest in Northern California, one of the largest in the nation, and is among California's most heterogeneous communities, rich in ethnic and cultural diversity. Today, Santa Clara County is a major employment powerhouse for the region, providing more than a quarter of all jobs in the Bay Area. Santa Clara County is home to numerous high-tech companies like Google, Apple, Adobe, Zoom, Cisco Systems, and Intel.

Santa Clara County is made up of people from diverse cultures, nationalities, and racial groups. Over 100 languages and dialects are spoken. A large percentage of the county population was born outside of the United States. The county has a large Asian and Latino population, representing approximately 40% and 25% of the county population, respectively, with many immigrants from countries around the world settling in the area.

The County of Santa Clara is also one of the largest employers within Santa Clara County, with over 22,500 employees.

The County's workforce closely approximates the ethnic diversity of our community. The County workforce is also widely distributed across age groups, and women represent a majority of the County's workforce. This provides the County with diverse perspectives and allows for better representation across different groups, strengthening our service delivery.

## COUNTY GOVERNMENT

The County of Santa Clara was established in 1850 and is one of the original twenty-seven counties in the State of California. The County operates under a charter adopted by the voters of the County and is governed by a five-member Board of Supervisors. The members of the Board are elected by district on a non-partisan basis for four-year staggered terms, with a limit of three terms. The Board is responsible for passing ordinances, adopting the budget, appointing committees, and appointing the County Executive, County Counsel, Clerk of the Board, and Public Defender. With the exception of these appointed officials and three other elected offices (the Assessor, District Attorney, and Sheriff), the County Executive appoints all other agency and department heads and is responsible for the administration of the County government.

The County provides a wide range of government and safety net services, including operating Santa Clara Valley Healthcare, California's second-largest county-operated, award-winning health system with three hospitals and a network of primary and specialty care clinics. Other major services provided include law enforcement, corrections, social services, and general government programs such as tax collection and vital records. The County also operates 28 parks covering more than 50,000 acres, 62 miles of expressways, which average 1.5 million vehicle trips per day, two general aviation airports, branch libraries in eight cities, three fire districts, and a state-of-the-art animal services center.

# COMPENSATION AND BENEFITS

**\$209,636 – \$268,990**

**ANNUALLY**

Salary is dependent upon qualifications and cannot exceed the maximum amount listed.

## THE COUNTY PROVIDES A GENEROUS EXECUTIVE MANAGEMENT BENEFIT PACKAGE:

- Membership in California Public Employees' Retirement System (CalPERS) with reciprocity with most California public agencies (2.5% @ 55 for Classic Members)
- Health Insurance: Kaiser (94% of premium County paid), HealthNet (94% of premium County paid), or Valley Health Plan (96% of premium County paid)
- Dental (Delta or Liberty) and VSP Vision Insurance: Single and family premiums fully paid by the County
- \$325,000 term life insurance with an additional \$300,000 accidental death and disability benefit
- Annual Leave: 39 days each year, along with an Annual Leave "Cash-Out" Program
- Holidays: 13 paid holidays per year
- Relocation assistance
- Employee Assistance Program for employee and family
- Dependent Care Assistance Program
- Flexible Spending Account Program
- Valley Transportation Agency Smart Pass/ Clipper Card
- Education and Professional Development Tuition Reimbursement
- Internal Professional Development
- Wellness-oriented Trainings and Programs

TO GET AN IN-DEPTH LOOK OF THE COUNTY'S EXECUTIVE LEADERSHIP BENEFIT PACKAGE.

[CLICK HERE](#)



@SCCExecRecruit

FOLLOW US

## QUESTIONS ?

please contact:

**KENDRA CONRAD**  
**(408)299-6874**  
**KENDRA.CONRAD@ESA.SCCGOV.ORG**

## FILING PERIOD AND APPLICATION PROCEDURE THIS RECRUITMENT WILL REMAIN OPEN UNTIL FILLED

To qualify for this exceptional opportunity, please attach the following along with your online application:

- **Resume**
- **References contact information (minimum of 3)**
- **Cover letter explaining why you are the ideal candidate, including specific examples from your experience (maximum 3 pages)**
- **Complete responses to supplemental questions**

Thorough referencing and a background investigation will be conducted once mutual interest has been established. Prior authorization from the finalist will be obtained by Executive Services.

This recruitment requires the submission of an online application.

[CLICK HERE](#) to apply. Or visit [www.sccjobs.org/ExecRecruitment](http://www.sccjobs.org/ExecRecruitment)

The filing period may be extended further or closed as early as 10 days from the issue date if necessary. Please monitor our website for updated closing information.