



2023 JOB RECRUITMENT

DIRECTOR OF BEHAVIORAL HEALTH & RECOVERY SERVICES

\$180,167 - \$215,316

THE ORGANIZATION

Kern County is focused on three strategic goals:

- Enhancing the quality of life for our residents
- Becoming a model of excellence in how we manage our business and workforce
- Developing and growing a thriving, resilient regional economy

We'll achieve this by investing where it benefits our community most, delivering sustained value in programs and services, strengthening our fiscal outlook, preparing for the future, developing our workforce, delivering smart change, developing strong public and private partnerships, and diversifying our tax base.

THE COMMUNITY

Kern County is the third largest county in California geographically with over 8,000 square miles of beautiful mountains, valleys, and deserts. As one of the most affordable regions in California, Kern County is an ideal place to both live and raise a family. Population growth remains high, bolstered by a young population, growing job opportunities, and affordable home prices. According to the 2022 census, Kern County has nearly 917,000 residents.

Kern County is the nation's leader in agriculture production and is the energy capital of California. Our region's economy is diversified with tourism, transportation, logistics and advanced manufacturing, aerospace and defense, energy and natural resources, health care services, and a growing technology sector. We maintain a business-friendly atmosphere and offer an enterprising approach to growth and development.



THE OPPORTUNITY

This is your chance to be part of an established and large department that strives to enhance the well-being of Kern County's residents with a commitment to healing, service excellence, community, and innovation.

Our next Director of Behavioral Health and Recovery Services is someone who will not just manage the day-to-day operations of a broad health delivery system but bring vision and implementation to a diverse and growing community. We're looking for a change agent who will build relationships, enhance services, and develop collaborative strategies to enhance outcomes.

DO YOU HAVE WHAT IT TAKES?

Completion of a Master's degree from an accredited college or university with a major in Hospital Administration, Public Health Administration, or Public Administration and three (3) years paid experience in hospital or health care administration, two (2) years of which must have been in the mental health field in a responsible administrative capacity. Additional qualifying experience may be substituted for required education on a year-for-year basis with the approval of the State Department of Health Care Services (DHCS).

OR

Completion of a Master's degree from an accredited college or university with a major in Social Work, Marriage and Family Therapy, or Professional Clinical Counseling **AND** five (5) years paid experience in a mental health setting, two (2) years of which must have been in a responsible administrative capacity and appropriate licensure in the State of California as a mental health professional **OR** eight (8) years paid experience in a mental health setting, five (5) years of which must have been in a responsible administrative capacity and registered with the State of California as an Associate Clinical Social Worker, Associate Marriage and Family Therapist or Associate Professional Clinical Counselor; A California license as a Licensed Clinical Social Worker (LCSW), Licensed Marriage and Family Therapist (LMFT) or Licensed Professional Clinical Counselor (LPCC) must be obtained within one (1) year of appointment.

OR

Completion of a Doctorate degree from an accredited college or university with a major in Clinical Psychology **AND** possession of a current California License as a Psychologist as granted by the California State Board of Psychology. **AND** three (3) years paid experience as a licensed clinical psychologist, two (2) years of which must have been in a responsible administrative with budgetary experience.

OR

Completion of a residency approved by the American Specialty Board in Psychiatry **AND** two (2) years' subsequent experience in psychiatry, one (1) year of which must have been in a supervisory or administrative capacity **AND** a California State Physician and Surgeons license authorized by the Board of Medical Examiners of the State of California.



OUR BEHAVIORAL HEALTH & RECOVERY SYSTEMS

The Kern County Department of Behavioral Health & Recovery Services (KernBHRS) is a large, progressive, public mental health and substance use disorder agency, known throughout the state as an innovative and well-managed leading department, engaging in numerous evidence-based treatment practices.

KernBHRS is a blend of Mental Health Plan and provider, employing over 1,000 direct county staff and with over 50% of services provided through contracted providers. KernBHRS is an integrated Behavioral Health program, operating both Mental Health and Substance Use services under one department. This position reports directly to the Board of Supervisors, collaborating closely with a supportive and diverse network of partners throughout the community.

Our ongoing focus on integrated services:

- Supporting and enhancing our collaborations with community partners including physical health providers, managed care plans, homeless providers, law enforcement, and local authorities.
- Being a community partner to support solutions for homelessness, especially as they relate to the clients served.
- Ensuring stakeholder feedback and engagement guides solutions and initiatives.
- Expansion of substance use disorder services and addressing the opioid crisis.

KernBHRS serves as the Mental Health Plan for Kern County, contracting with the State to manage the care for Medi-Cal beneficiaries in our region. The department manages all Medi-Cal specialty Mental Health and Substance Use Disorder (Drug Medi-Cal Organized Delivery Service) services to the children and adults of Kern County.

OUR IDEAL CANDIDATE IS:

A Visionary capable of identifying, understanding, and forecasting how external issues may impact behavioral health future work and can motivate and inspire others by providing leadership and a sense of purpose.

A Leader who is bold, courageous, and confident in how they run a critically important department for the health and well-being of our community.

An Effective Communicator with excellent interpersonal skills focused on building an environment where diverse teams can work together to enhance the delivery of services across Kern County.

A Collaborative Strategic Partner who actively engages with other agencies and departments to meet the countywide needs to maximize results and achieve positive outcomes.

The Possibilities are Boundless with a leader who questions the status quo, dares to ask why, and hits the ground running by creating their own future by connecting and collaborating with professionals in the field of behavioral health and substance use disorders and leading the way for successful outcomes.



THE PACKAGE

- The salary range for the position, depending on experience, is \$180,167 - \$215,316
- 401(a) defined benefit retirement plan
- 457(6) deferred compensation plan with up to 6% employer match
- Employer paid \$400,000 life insurance coverage
- Alternate life and disability insurance plans available
- Generous vacation and sick leave accruals
- Monthly car allowance

HOW TO APPLY

Submit your cover letter and resume to WiebeJ@KernCounty.com by **Monday, November 13, 2023**. If you want to gain an advantage over the competition, please be sure to include the following:

- Details of your administrative and management experience
- Scope of responsibility
- Number and level of staff managed
- Education, relevant certificates/licenses, and additional training
- Experience with strategic planning and budgeting
- Three (3) professional references

