



2020
JOB
RECRUITMENT

**DIRECTOR of
BEHAVIORAL HEALTH
and RECOVERY SERVICES**
\$152,136 - \$185,628

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 people
- Fostering a culture of innovation

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/private partnerships and diversifying our tax base.

THE COMMUNITY

Kern County is the 3rd 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 California Economic Forecast report, Kern County is expected to reach over 910,000 residents by the end of 2020.

Kern County is the nation's leader in agricultural and crude oil production and is enjoying an economy 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 a growing department that strives to enhance the well-being of Kern County's residents with a commitment to compassion and excellence in service.

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 community that is growing and changing every day. We're looking for a change agent who will build relationships, enhance services, and develop 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 and RECOVERY SYSTEMS

The Kern County Department of Behavioral Health & Recovery Services (KernBHRS) is a large, progressive public mental health agency, known throughout the state as an innovative, well-managed department, engaging in numerous evidence-based treatment practices. KernBHRS continues to grow based on allocated and service generated state and federal dollars. The Department employs 870 staff and 629 contract providers.

Our ongoing focus on integrated services

- Supporting and enhancing our collaborations with physical health and law enforcement
- Being a community partner to support solutions for homelessness, especially as they relate to the clients we serve
- Ensuring stakeholder feedback guides our 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 Kern. The Department manages all Medi-Cal specialty Mental Health and Substance Use Disorder Medi-Cal services to the children and adults of Kern County. People with lived experience work as part of our management and treatment staff to motivate, teach and assist our clients in meeting their goals. Peers play a unique role in modeling and teaching individuals we serve how to recover.

OUR IDEAL CANDIDATE IS A:

Visionary – someone who thinks beyond today and dares to ask “what if”

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

Communicator – someone who is open, transparent and always sharing information with other departments and stakeholders

Partner – someone who understands that it takes a team to affect positive change

The Possibilities are Boundless – Question the status quo, dare to ask why, and hit the ground running by creating your own future. Connect and collaborate with professionals in the field of behavioral health and substance use disorders and lead the way for successful outcomes.

THE PACKAGE

- The salary range for the position, depending on experience, is \$152,136 - \$185,628
- 401(a) defined benefit retirement plan
- 457(b) deferred compensation plan with up to 6% employer match
- Employer paid \$100,000 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 **Friday, October 9, 2020**. 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
- 3 professional references