

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



## MEDICAL DIRECTOR-BEHAVIORAL HEALTH

### HEALTH & HUMAN SERVICES AGENCY

Anticipated Hiring Range \$210,000 to \$236,579

Excellent Benefits Package

[www.sandiegocounty.gov](http://www.sandiegocounty.gov)

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## HEALTH AND HUMAN SERVICES AGENCY

The County of San Diego Health & Human Services Agency (HHS), Behavioral Health Services (BHS), is seeking online applications and résumés from qualified individuals for Medical Director-Behavioral Health. This unclassified management position plays a key leadership role in our physician-friendly, dynamic Behavioral Health system by assisting in the planning, directing, and coordinating of all clinical functions within Behavioral Health Services. As Medical Director-Behavioral Health, you will have significant responsibility for formulating policy and managing the overall activities within your assigned programs/facilities. This position will oversee the medical activities of the San Diego County Psychiatric Hospital in addition to assigned clinical activities within Behavioral Health Administration.

HHS is one of five groups of the San Diego County government, and is committed to advancing the County's vision of *Live Well San Diego*, which is Building Better Health, Living Safely, and Thriving. Based upon a foundation of community engagement and involvement, *Live Well San Diego* seeks to promote population health and wellness through collective impact.

For more information, visit [Live Well San Diego](#).

### THE IDEAL CANDIDATE

The ideal candidate for this division will have proven administrative, leadership and supervisory skills, and a "big picture" orientation to help us evolve our entire system. Candidates with a demonstrated ability to make critical clinical and personnel decisions under pressure, and can provide clear and dynamic supervision to other physicians, are highly desirable.

The ideal candidate will also possess a professional history that demonstrates the following leadership competencies and attributes:

- Stimulates and actively initiates change in organization
- Remains optimistic and persistent, even under adversity
- Carefully considers implications and impact of decisions across time and on others
- Effectively manages conflict situations via leading by example
- Mentors and coaches direct reports
- Builds and supports mutually beneficial relationships with other HHS divisions, outside organizations, associations, and community contacts

### MINIMUM QUALIFICATIONS

1. Qualifying candidates will possess a valid license to practice medicine in the State of California; AND,
2. Graduation from an accredited medical school and completion of a three (3) year residency in psychiatry; AND,
3. A certificate from the American Board of Psychiatry and Neurology in psychiatry; AND,
4. Three (3) years of progressively responsible experience as a Psychiatrist, one (1) year of which must have included management experience planning, directing, and coordinating the activities of a psychiatric hospital or other facility that provides multi-disciplinary medical and mental health care.

### COMPENSATION

The anticipated hiring range for this position will be \$210,000 to \$236,579 depending on qualifications. In addition to the base salary, the incumbent may receive a 10% premium for relevant board certification and a 5% premium for relevant sub-specialty certification. Salary reviews are performance-based and goal oriented.

### BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement System](#)
- Deferred Compensation Program (457) and 401(a) plans
- May be eligible for relocation allowance

## BEHAVIORAL HEALTH SERVICES

The Behavioral Health Services (BHS) Division provides mental health and alcohol or other drug services for children, youth, families, adults, and older adults.

BHS promotes recovery and well-being through prevention, treatment, and intervention, as well as integrated services for clients experiencing both mental illness and alcohol or other drug issues. Services are offered through contracted providers and County-operated facilities. Behavioral Health Services (BHS) serves as the local Mental Health Plan for delivery of services to Medi-Cal recipients, and also serves the medically indigent who neither qualifies for public assistance, nor have sufficient private resources for needed care. The latter population would be un-served were it not for Behavioral Health Services. BHS provides a continuum of mental health and alcohol and other drug services for all ages to over 68,000 individuals, promoting recovery and well-being through prevention, treatment, and intervention, as well as integrated services for clients experiencing co-occurring mental illness and alcohol and/or other drug issues. Major initiatives of BHS include integration with primary care, stigma reduction, and developing a trauma-informed system.

BHS provides treatment services under two primary systems of care: The Adult/Older Adult System of Care and the Children, Youth and Families System of Care. In addition, the Prevention and Planning Unit provides prevention services for all ages. For clients requiring hospitalization, Inpatient Health Services provides services at the San Diego County Psychiatric Hospital which provides inpatient psychiatric care for over 5,700 individuals, and at the Edgemoor Distinct Part Skilled Nursing Facility (DPSNF), which provides services for over 190 seriously injured and/or disabled individuals who meet program criteria. In order to deliver these critical services, BHS has 789 staff, including medical professionals, and a budget of \$441 million that includes payments made to providers for care.



## THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$5.1 billion and provides services to the residents of the County through its nearly 17,000 employees in 42 different departments.

## GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). By communicating and adhering to this business model, the County of San Diego is able to maintain an organized culture that values transparency, accountability, innovation, and fiscal discipline which provides focused, meaningful public services.

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted online at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); select the link for jobs. Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

## SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

## NOTES

The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. For more information visit [www.livewellsd.org](http://www.livewellsd.org).



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any *county*, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Anna Lisa Acedo, Human Resources Services Manager at [AnnaLisa.Acedo@sdcounty.ca.gov](mailto:AnnaLisa.Acedo@sdcounty.ca.gov) or 858-505-6530. Questions about the position or department should be directed to Kimberly Evers, Group Human Resources Director for the Health and Human Services Agency at [Kimberly.Evers@sdcounty.ca.gov](mailto:Kimberly.Evers@sdcounty.ca.gov) or 619-515-6546.

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