BHAB's Role in the BHS Director Selection Process

According to Section 5604.2 of the California Welfare and Institutions Code (WIC), the Behavioral Health Advisory Board (BHAB) plays an instrumental role in the selection of the Behavioral Health Services (BHS) Director.

> (6) (A) Review and make recommendations on applicants for the appointment of a local director of behavioral health services.
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> (B) The board shall be included in the selection process prior to the vote of the governing body.

While the final hiring decision rests with County leadership, WIC outlines that the BHAB should be meaningfully engaged in providing input that reflects the needs, values, and priorities of the community.

As part of this role, BHAB has agendized a discussion item to discuss qualifications for the role. The focus of the discussion is to identify the leadership qualities that are essential for the next BHS Director to effectively lead, build trust, and promote equitable, community-centered behavioral health services. The following attributes emerged as top priorities:

- **Values Community Voice and Trust**
  - Prioritizes relationships with peers, people being served, and community members; builds and maintains trust both within the organization and externally.
- **Values the Advisory Board's Role**
  - Recognizes the importance of the BHAB's input and works collaboratively with the board. Ensures the board receives timely, relevant information to support informed decision-making and recommendations.
- **Engage All Stakeholders**
  - Demonstrates a commitment to including providers, advocates, people with lived experience, and community voices in meaningful ways.
- **Connected to Community**
  - Engages directly with the community, is transparent, and takes time to listen to concerns and exercise appropriate action to respond in a timely and appropriate manner. Effectively communicates complex ideas and policies in clear, plain language.
- **Accessible and Responsive**
  - Maintains open lines of communication with the other County departments, the Board of Supervisors, community, and stakeholders; responds in a timely and thoughtful manner.

- **Understands the Local System**
    - Familiar with behavioral health services, financing, and policy in California and how the local San Diego behavioral health system is designed.
- **Political Acumen and Influence Influential in Governmental and Political Spaces**
    - Able to navigate relationships with elected officials and political entities to advocate effectively and at the state level (including Sacramento), and shape policy.
- **Strategic Politically Savvy**
    - Understands the environmental policy landscape and can advance behavioral health priorities strategically.
- **Inspiring and Passionate**
    - Articulates a clear mission and set of priorities for the department, bringing genuine passion to work and inspires others through vision, innovation, and leadership.
- **Wise and Collaborative**
    - Demonstrates sound judgment through concrete examples and fosters collaborative partnerships to support shared goals.
- **Supportive and Trustworthy Manager**
    - Leads with integrity and creates a supportive environment for staff and partners.