



CHIEF, DEPARTMENTAL OPERATIONS

**Health and Human Services Agency
Behavioral Health Services
San Diego County Psychiatric Hospital**

Anticipated Hiring Range: Depends on Qualifications

Excellent Benefits

S a n D i e g o C o u n t y . g o v



SAN DIEGO COUNTY PSYCHIATRIC HOSPITAL

The San Diego County Psychiatric Hospital (SDCPH) provides 24/7 care for individuals ages 18 and older who are experiencing behavioral health concerns. SDCPH is an acute psychiatric hospital currently staffed to 60 acute care beds, with additional licensed capacity. The purpose of the Hospital is to assist individuals during a behavioral health emergency, become stabilized, and move to the next level of care. Services are provided in a warm, welcoming environment with dedicated medical, nursing, and clinical staff.

Hospital services include:

- Psychiatric assessment, intervention, and stabilization in the Emergency Psychiatric Unit
- Inpatient mental health care
- Supportive services in the Crisis Recovery Unit which include nursing, social services, recreational therapy, nutritional services, pharmaceutical, peer support services, and substance use services
- Care Coordination to ensure the patient stays connected to care after discharge

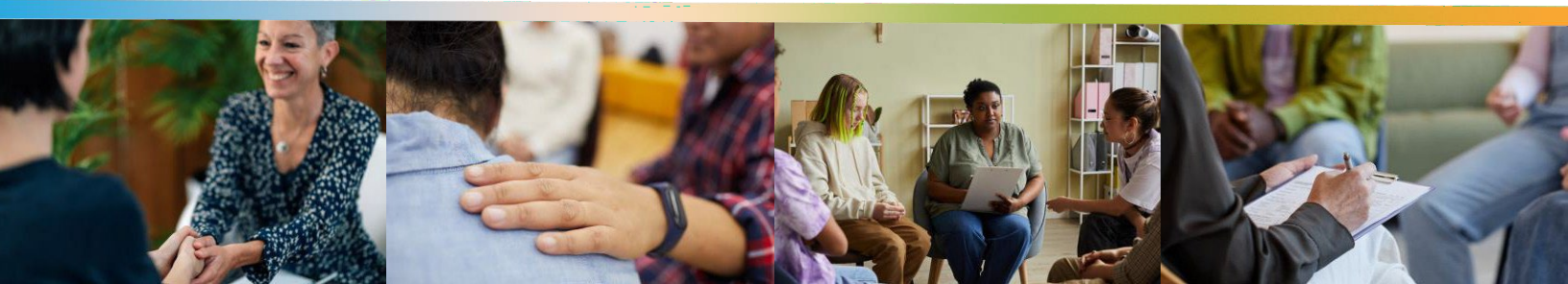
SDCPH is an invaluable resource for the County's overall behavioral health continuum and is the focus of intensive planning as a site for the development of new innovative rehabilitation care models and regulatory design. The Chief, Departmental Operations will play a key role both in the design and implementation of this new service array.

THE POSITION

The County of San Diego, Health & Human Services Agency (HHSA), is seeking applications from highly qualified individuals to serve as the **Chief, Departmental Operations** for the **San Diego County Psychiatric Hospital**.

This management position reports to the Hospital Administrator and will play a key leadership role in planning, directing, and coordinating administrative functions within the San Diego County Psychiatric Hospital. Duties include but are not limited to:

- Plans, directs, coordinates, and evaluates the operations of an inpatient psychiatric hospital and emergency psychiatric unit
- Serves on hospital leadership team and functions as a backup to the Hospital Administrator
- Develops and implements hospital protocols, policy and procedures in collaboration with other hospital and departmental leaders
- Oversees the coordination of key hospital functions and patient programming
- Collaborates with other agencies and stakeholders in the behavioral health continuum of care and related systems to ensure that hospital goals and objectives are met, and patient care is coordinated
- Directs the planning, implementation, and maintenance of a systematic processes for monitoring and evaluating operations and for identifying and managing risks





THE IDEAL CANDIDATE

HHSA is seeking a dynamic, independent, and innovative leader who possesses a thorough knowledge of principles and practices distinct to operating an acute inpatient setting. The ideal candidate will possess a professional history that demonstrates the following leadership competencies and abilities:

- Management-level experience that includes knowledge of Federal, State, and local regulations and standards governing temporary shelter care facilities, and residential placements
- High-level management experience in hospital operations including oversight of regulatory requirements essential to hospital administration, with a preference for experience in psychiatric hospital operations
- Experience working within a large, matrix organization and operating facilities with multiple contracted providers and community partners involved
- Ability to strategically plan and lead large change management efforts
- Knowledge of and ability to evaluate staffing, services, resources, contracts, facilities management, and budget/fiscal management
- Principles, practices, methodologies, and techniques on quality assurance, performance management, trauma-informed care, mental health treatment and care for adults, and best practices for residential placement settings
- Strong political and organizational acumen, building strong relationships with multiple community partners

MINIMUM QUALIFICATIONS

Five years of experience that demonstrates the ability to perform the essential functions of the classification which must include two years of management and supervision **AND** a bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency. **OR** a combination of experience and/or education as stated above.

Note: A master's or doctoral degree from an accredited U. S. college or university, or a certified foreign studies equivalency, may substitute for up to one (1) year of the required experience.

Note: Qualifying experience will include CAO Staff Officer or Project Manager experience that involves leading projects.

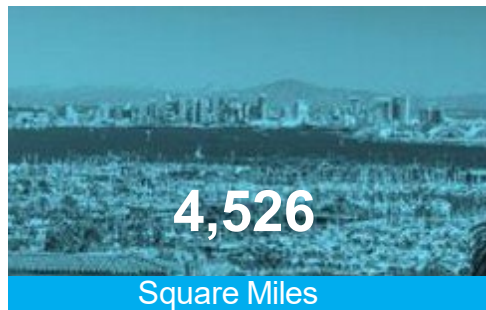


THE COMMUNITY OF SAN DIEGO

From our world-class beaches to almost year-round sunny weather, San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp District.

SAN DIEGO WEATHER ANNUAL AVERAGES

HIGH TEMPERATURE: 70°F
LOW TEMPERATURE: 58°F
RAINFALL: 10.4 INCHES



Heading east you will find mountains that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. Head west, and you will run into over 70+ miles of pristine coastline.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset and our customers are our number one priority.



LIVE WELL
SAN DIEGO

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, please visit www.livewellsd.org

COMPENSATION & BENEFITS

The anticipated hiring range is Dependent on Qualifications. Salary reviews are performance-based and goal-oriented. Benefits include:

- 15 days of paid vacation, 14 paid holidays, 13 days of paid sick leave, 10 days of paid executive time off and a total of 3 days of paid emergency child and/or older adult care leave per year
- Medical, dental, and vision 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 more information, visit [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for a relocation allowance up to \$15,000

HOW TO APPLY

1. Complete the online application at www.sandiegocounty.gov/hr; Select Current Job Postings, Job Number **25092705USDCPH**.
2. Attach your resume.
3. Attach a copy of your college degree, final transcripts, or foreign studies equivalency certificate (if education was obtained outside of the U.S.).

Key Dates:

Resume Review: Week of June 23, 2025

Interviews: Week of June 30, 2025

Anticipated Start Date: July 2025

You may direct any questions regarding the application and selection process to Jorge Puente, Executive Recruiter, Department of Human Resources, at Jorge.Puente@sdcounty.ca.gov.

Questions about the position should be directed to Beverly Connolly, Group Human Resources Director at Beverly.Connolly@sdcounty.ca.gov.

SPECIAL NOTES

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application. Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

