COUNTY OF SAN DIEGO

CHIEF OF PSYCHIATRY

(Actual Job Class: Clinical Director)

Sheriff's Office

Anticipated Salary: $360,000 to $370,000 with Excellent Benefits Package

*****In addition to base salary, candidates may be compensated at an additional 10% for Board Certified Specialty and 5% for relevant Sub-Specialty.***

SanDiegoCounty.gov







The Position

The **Chief of Psychiatry** (Actual Job Class: Clinical Director) for the Sheriff's Office will be responsible for providing leadership and direction for County-operated and contracted adult mental health clinical programs as well as programs and services provided within County detention facilities. This position will review, evaluate, and provide oversight to such programs. The Chief of Psychiatry will also serve as the principal psychiatric advisor to the Sheriff's Office executive leadership team concerning psychotropic treatment, medications, mental health care, substance use and co-occurring disorders, suicide prevention, and the evaluation of clinical practices.

The position will also perform the following duties and responsibilities:

- Reviews and evaluates County-operated and contracted mental health services for conformance with federal, state, and local laws, regulations, court orders, accreditation requirements, professional standards, and County policies.
- Develops and implements new or revised mental health programs with emphasis on evidence-based clinical practices and the needs of persons in custody.
- Develops and implements clinical standards for mental health programs; develops and recommends service-delivery plans for intake, outpatient, acute, specialty, and transitional behavioral health services.
- Directs staff in the development, implementation, and evaluation of quality assurance, continuous quality improvement, patient safety, utilization review, and clinical performance programs.
- Develops criteria for mental health screening, assessment, treatment, level-of-care placement, transfer, hospitalization, and continuity of care upon release.
- Provides psychiatric oversight of involuntary psychiatric evaluation and treatment, including compliance with applicable statutory, regulatory, judicial, and clinical requirements and coordination with courts, County Counsel, custody personnel, and treatment providers.
- Collaborates with the Sheriff's Chief Medical Officer, custody leadership, healthcare professionals, County Counsel, contractors, and community providers to support the safe and effective delivery of integrated healthcare within the detention system.
- Provides executive oversight of psychiatric and behavioral health services, including suicide prevention, involuntary psychiatric treatment, medication-assisted treatment, and services for persons with serious mental illness or co-occurring disorders.
- Prepares executive-level reports, correspondence, policies, corrective-action plans, and presentations as well as performs special studies and projects as assigned by executive managers.
- Assists in preparing presentations to the Board of Supervisors and other legislative, regulatory, judicial, or accreditation authorities.
- Represents the County at meetings or conferences with public and private agencies, professional organizations, regulatory bodies, or community partners.

San Diego County Sheriff's Office



The Sheriff's Office is the chief law enforcement agency in the County of San Diego, covering approximately 4,200 square miles.

The Sheriff's Office employees provide general law enforcement, jail and court services, as well as regional investigative support, and technical emergency response. Law enforcement services are provided to an estimated 1,000,000 County residents, including those in nine contract cities. The Sheriff's detention facilities process over 200,000 incarcerated persons annually, booking and releasing incarcerated persons, ensuring court appearances, and providing necessary daily care for approximately 4,200 incarcerated persons.

For additional information, please review the Sheriff's Office website.

The Ideal Candidate

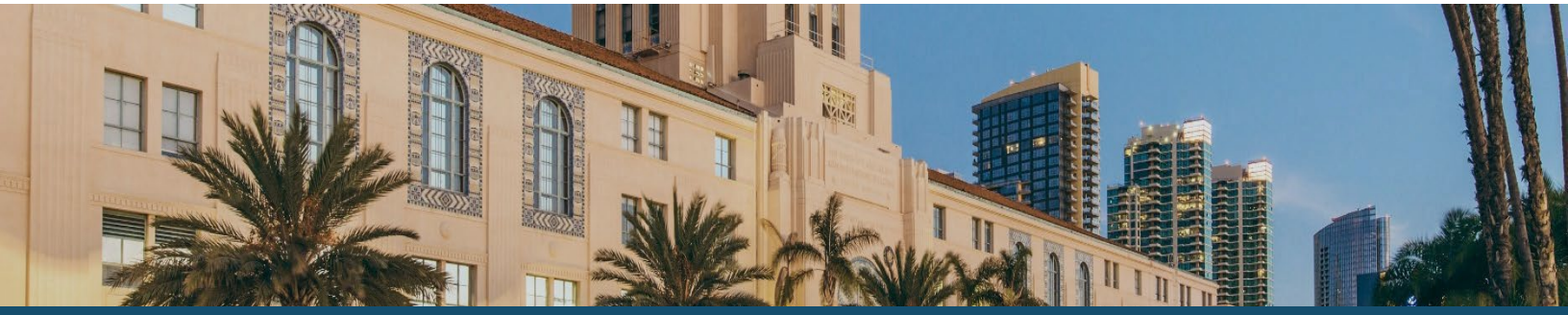
The Sheriff's Office is seeking a Psychiatrist who is strategic, innovative and independent leader. The ideal candidate will be a Board-certified Psychiatrist, licensed by the California Medical Board. The ideal candidate will possess a professional history that demonstrates the ability to work closely and cooperatively with Sheriff's command staff and support managers, as well as be able to review and develop policies and practices for the mental health programs administered under the purview of Sheriff's Office.

The ideal candidate will also demonstrate the following necessary leadership competencies and attributes:

- You take pride in being a recognized leader in medical, behavioral health, and management fields
- You are a champion of system transformation and healthcare integration
- You thrive when working with a diverse team of professionals and staff to accomplish common goals
- You are a highly effective communicator, able to address sensitive behavioral health issues with staff, customers, media and community groups
- You have a track record of successfully reaching out and establishing relationships with community leaders and organizations
- You are a problem solver, team builder, strategic thinker, and politically astute with exceptional organizational acumen

Minimum Qualifications

1. A valid license to practice medicine in the State of California at time of appointment; AND,
2. Three years of full-time administrative experience managing children/adult regional mental health programs, one (1) year of which must have been in a community mental health program.
3. Demonstrate completion of a General Psychiatric Residency in an ACGME approved residency program.



*Supporting the public safety and well-being of all by providing **equitable, sustainable,** and **community-oriented** services.*

Public Safety Group

Compensation & Benefits

The anticipated hiring salary range for this position is $360,000 to $370,000 annually. In addition to base salary, candidates may be compensated at an additional 10% for Board Certified Specialty and 5% for relevant Sub-Specialty. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance based and goal oriented.

Other benefits include:

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of 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 $20,000
- View the detailed Benefit Plan for **Unclassified Management (UCL)**



Why San Diego?

Enjoy a lifestyle that balances work and play:

- Pristine Coastline: Over 70 miles of beaches.
- Mild Weather: Average 72°F with 10.4 inches of annual rainfall.
- Diverse Geography: Snow-capped mountains, deserts, and vibrant cities.
- Culture & Entertainment: Petco Park, Gaslamp Quarter dining, and multicultural experiences.

County of San Diego
Vision & Value



The County of San Diego and its employees embrace the vision of a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of these values is infused throughout our operations. The County also embraces a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Read more about the Strategic Plan for more information.

COUNTY OF SAN DIEGO
DIVERSITY & INCLUSION

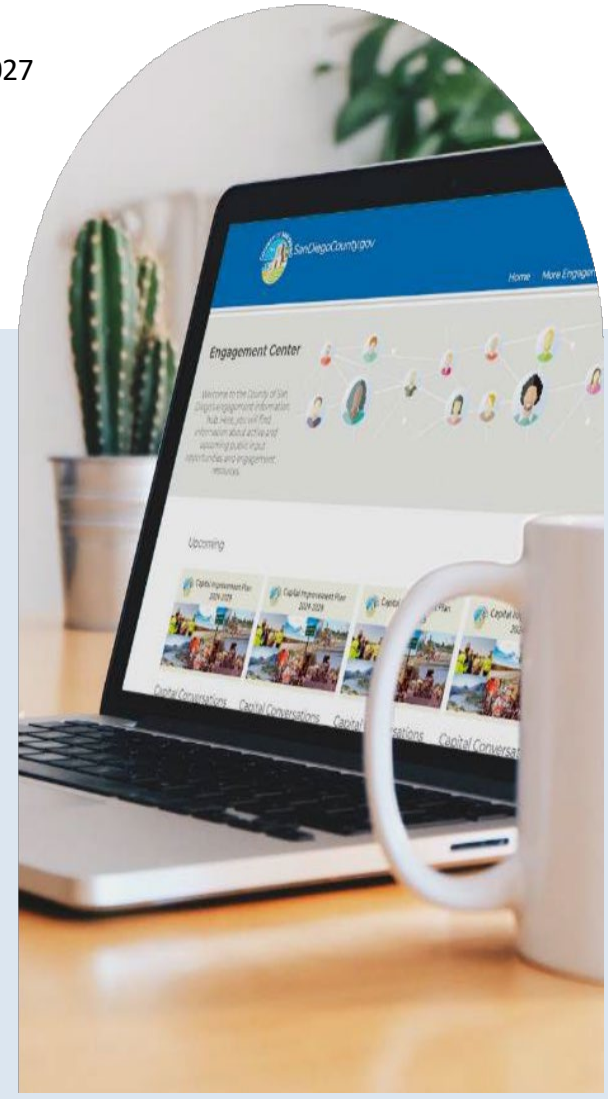
The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.

How to Apply

Application Process And Recruitment Schedule

1. Complete the online application at **www.sandiegocounty.gov/hr;** select Current Job Postings, Job Number 26033509U.
2. Attach your résumé and cover letter.
3. Attach a copy of your certificate of completion or verification for your General Psychiatry Residency in an ACGME approved residency program.

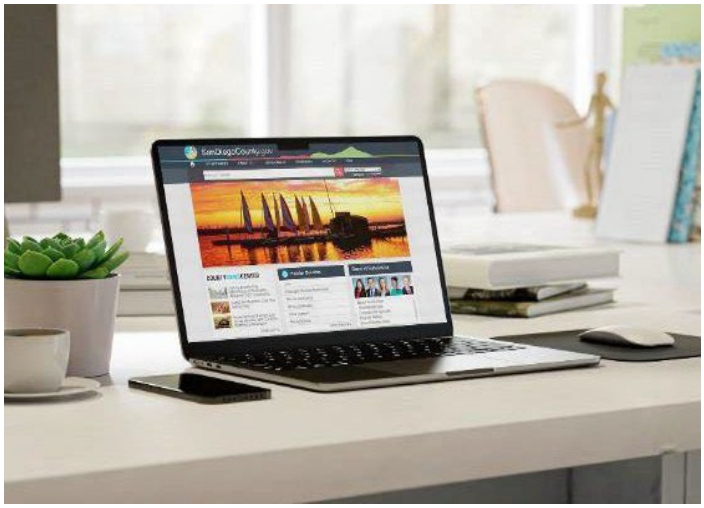
Key Dates
Interviews: Week of December 7, 2026
Expected Start Date: Anticipated for the month of January 2027



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.



Contact Information

You may direct any questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter, via email at: **bryan.faircloth@sdcounty.ca.gov**