

DEPUTY DIRECTOR, DEPARTMENTAL OPERATIONS

BUDGET/FINANCE

BEHAVIORAL HEALTH SERVICES

**Anticipated Hiring Range:
\$195,000 - \$200,000 Annually**

Excellent Benefits Package

SanDiegoCounty.gov



COUNTY OF SAN DIEGO
GENERAL SERVICES

The Position

The County of San Diego's Behavioral Health Services (BHS) department, is seeking applications from highly qualified individuals to serve as Deputy Director, Departmental Operations. Under the leadership of the Chief Strategy and Finance Officer, this Unclassified Management position is responsible for planning, directing, and overseeing the finance operations of BHS and the Specialty Behavioral Health Plan, which include budgeting, revenue management, fiscal compliance, billing operations, provider payment administration, financial reporting, and related fiscal activities.



Key Responsibilities Include:

- Planning, directing, and coordinating financial planning, budgeting, forecasting, accounting, revenue management, and fiscal reporting.
- Development and implementation of fiscal policies, procedures, internal controls, and operational goals.
- Overseeing BHS Medi-Cal billing operations, including claim submission, remittance reconciliation, and denial management.
- Directing intergovernmental transfer reconciliation processes.
- Managing the annual BHS budget development and administration, including preparing annual budget submissions, coordinating mid-year adjustments, fund source tracking, and expenditure monitoring.
- Overseeing fiscal compliance and audit readiness, including preparation for State and Federal fiscal audits and internal County financial reviews.
- Collaborating with operational, clinical, and administrative leadership to ensure financial, managed care, and programmatic functions are aligned.
- Advising BHS leadership on fiscal policy, revenue trends, funding risks, and financial implications of program and regulatory changes.
- Presenting fiscal reports, revenue analyses, and budget recommendations to the BHS leadership, and other stakeholders.
- Participating in Statewide advocacy and stakeholder meetings on behalf of the department.
- Leading special studies and projects related to fiscal operations improvements and financial sustainability.
- Supervising and developing subordinate fiscal, budget, accounting, and billing operations staff.



The Department

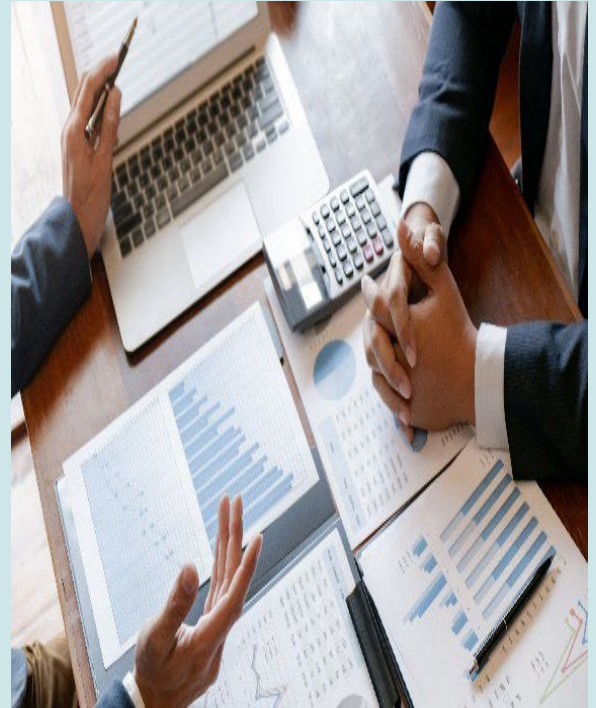
The County of San Diego's Behavioral Health Services (BHS) department provides mental health and substance use disorder services to over 111,000 San Diego County residents of all ages. BHS serves as the specialty mental health plan for Medi-Cal beneficiaries, and offers a coordinated network of services across multiple levels of care. BHS is leading an ongoing, collaborative effort with justice partners, hospitals, community health centers, and other community-based providers, to enhance, expand, and innovate the array of behavioral health services available throughout the region. To support the expansion of BHS' network and meet new state and local mandates, BHS is recruiting for a leadership roles within their department to ensure goals and objectives at the client, network and community level are met.

The Ideal Candidate

The ideal candidate for this position will have executive-level leadership and decision-making skills, financial planning experience, and strong organizational and political acumen, to effectively advise and provide oversight of Behavioral Health Services.

The Ideal candidate will also have:

- Experience in operations and revenue-cycle management within a large public agency.
- Experience within public behavioral health finance, infrastructure, and workforce development.
- Strong leadership, strategic planning, and financial planning competencies.
- Exceptional communication skills including experience presenting to advisory boards, executive management, Board of Supervisors, other governing bodies, and the public.
- Excellent political acumen and the ability to build and maintain strong relationships.
- A background in California public behavioral health finance, and federal, State, and local funding sources such as Medi-Cal/Medicaid, Behavioral Health Services Act, Realignment, Mental Health Services Block Grant, Substance Use Block Grant, General Fund, and other relevant funding streams.
- Sufficient knowledge of equity, belonging, and racial justice to inform and align programs, proposals, and policies with the County's Operational and Strategic Plan.



Minimum Qualifications

Five years of experience that demonstrates the ability to perform the essential functions of the classification AND a bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency. Experience must include three years of management level experience and at least one year of supervision.

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 and cannot be applied to the required one year of supervision.



Compensation & Benefits

The anticipated hiring salary range for this position is \$195,000 to \$200,000 annually. 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:

- Fifteen 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 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 with San Diego County Employees Retirement Association. Please visit sdcera.org for additional details on the generous employee retirement plan offered to County employees
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation expense of 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 which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](http://sandiegocounty.gov).



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 26229604UBHSBF.
2. Attach your résumé and cover letter.
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:

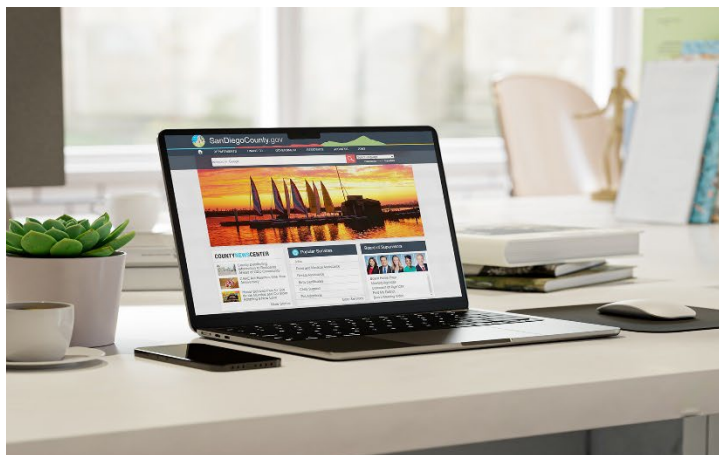
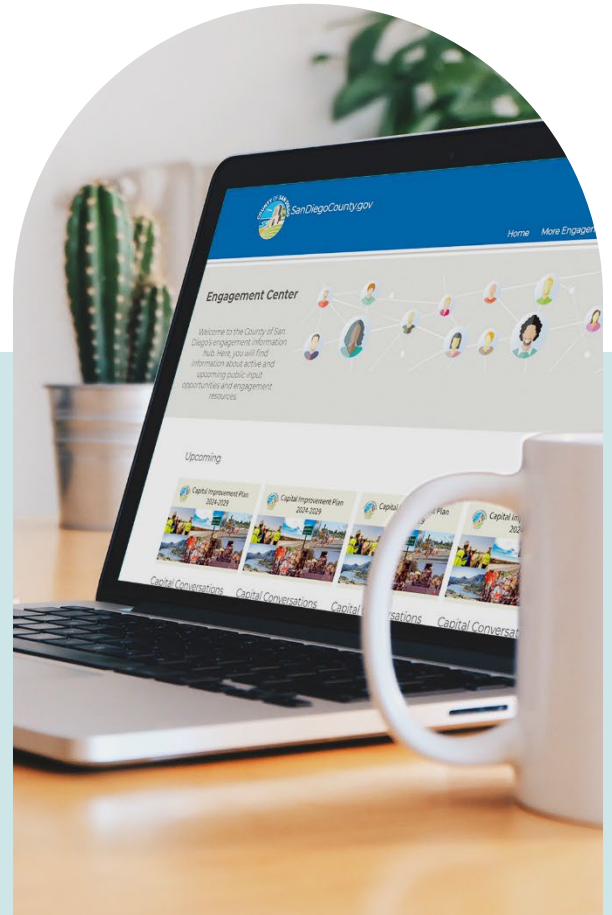
- Interviews: Week of July 27, 2026
- Job Offer: Week of August 24, 2026

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 Jeremy Guerrero, Senior Human Resources Analyst, at Jeremy.Guerrero@sdcounty.ca.gov

Questions about the position or department should be directed to Beverly Connolly, Human Resources Services Manager, at Beverly.Connolly@sdcounty.ca.gov