



## **Health & Human Services**

### **DIVISION DIRECTOR**

## **Behavioral Health & Recovery Services—Adult & Older Adult System of Care**





# THE COMMUNITY

Marin County is located in the hills northwest of San Francisco across the Golden Gate Bridge and is home to an engaged community of 260,000. The County enjoys a diversified economic base, including a mix of insurance, medical, pharmaceutical, technology, financial, agriculture, and retail employers.

Marin is a desirable place to live and is known for its combination of rural and suburban lifestyles, entertainment and recreational activities, and mild, year-round climate. Marin's youth are supported by a strong education system and higher education is offered by Marin Community College and Dominican University, and several other excellent institutions in the area. Marin includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito, and Tiburon.

Marin's location in the Bay Area is ideal with commutable distances to several neighboring counties. Within the County itself, and in less than an hour's drive, residents can enjoy the majestic coastline, renowned county, state, and national parks, access to the vineyards of Napa and Sonoma Counties, and the enjoyment of all that San Francisco offers.

# THE COUNTY

With an operating budget of \$815 million (FY 24/25), the County is comprised of 22 agencies and departments with a workforce of over 2,400 positions. It is governed by the Board of Supervisors, which is made up of an elected representative from each of the five voting districts. The Board of Supervisors also appoints a County Executive Officer who is responsible for implementing Board decisions and overseeing the majority of County departments and operations. County departments focus on the Board's six priority areas: affordable housing and homelessness, climate change resiliency, disaster preparedness, racial equity, capital infrastructure, and economic vitality.

The County strives to uphold a set of core values: respect, trust, integrity, diversity, equality, excellence, accountability, innovation, and collaboration. These values help to maintain and enhance public trust and help achieve high quality service outcomes. The County is committed to being a well-managed organization that utilizes the talent of its workforce and the dedication of its residents to succeed.







## THE DEPARTMENT & THE DIVISION

Behavioral Health and Recovery Services (BHRS) is a division within the Department of Health and Human Services (HHS). HHS is an innovative, integrated organization comprised of five divisions – Behavioral Health and Recovery Services, Administration and Planning, Public Health, Homelessness and Coordinated Care, and Social Services. The Department is committed to ensuring healthy communities through health policies and practices that allow residents to achieve an optimal level of health and well-being.

The BHRS Division provides integrated mental health and substance use services to individuals across the lifespan, ranging from early childhood to older adults. Services include planned, outpatient care, crisis intervention, and both short and long-term residential treatment. BHRS provides a full array of behavioral health care addressing the specialty mental health and substance use service needs of Marin County Medi-Cal beneficiaries and low-income, uninsured residents.

The HHS Department is highly committed to embracing cultural humility, dismantling structural racism, and ensuring care is equally accessible to all members of our community, regardless of race, income, education, or other socioeconomic and cultural factors.

While BHRS operates a wide array of treatment programs, they also contract with many community partners. It is this partnership that provides a continuum of care that best meets the diverse needs of consumers within their home communities. BHRS has a strong emphasis on partnering with consumers and families and providing culturally competent services.



## ABOUT THE POSITION

The County of Marin seeks a Division Director in the Health and Human Services Department (HHS), Behavioral Health and Recovery Services (BHRS) Division. This role is responsible for the Adult and Older Adult System of Care Program and is one of five Senior Management Division Directors. The ideal candidate is an expert in adult and older adult behavioral health, especially publicly funded behavioral health, and a professional with organizational leadership and development skills, financial acumen, strategic business thinking, and political savvy.

This position reports to the Director of BHRS and oversees a staff of approximately 100 and a programmatic budget of \$40 million and will oversee the management of outpatient behavioral health programs, full-service partnerships, peer and family services, residential care, and homeless-focused programs. In BHRS, we focus on recovery and empowerment and work to close disparities in access to high quality behavioral health care.

This Division Director is responsible for the Adult and Older Adult System of Care and collaborates closely with other BHRS Division Directors to ensure high quality coordinated care. The Division Director has six direct reports, including two Program Managers, and is responsible for clinical oversight of two outpatient behavioral health clinics and five full-service partnerships. This position also leads contract negotiations for approximately 50 vendor agreements (FY 2025/2026) and residential service placements.



## THE IDEAL CANDIDATE

The ideal candidate for this position will have a strong foundation in behavioral health and extensive experience leading large teams providing behavioral health services. This candidate will have strong leadership skills including experience managing behavioral health programs and staff, with a focus on programs for adult and older adults; the ability to manage personnel-related issues; and the ability to communicate effectively both verbally and in writing. The ideal candidate will be well versed in federal and state regulations governing behavioral health services, including CalAIM and BHSA. Experience collaborating with internal and external stakeholders including community-based organizations and peer and family advocacy groups is ideal. Candidates should have expertise and experience in addressing homelessness and overseeing complex contracts by participating in negotiations and ensuring contract terms are met related to housing/homelessness and treatment services. The Division Director will be expected to work closely and collaboratively with the BHRS Senior Management Team and partners.

In addition, the successful candidate will have experience building large systems and will understand how changes affect service delivery across the board. This candidate can analyze data effectively and identify opportunities to improve service delivery while finding new and creative ways to do business. Our ideal candidate will also be an emotionally agile leader with an excellent ability to manage conflict, develop staff, and foster a culture of inclusivity and teamwork, who can also build relationships and negotiate effectively with outside service providers. This is a professional who has organizational leadership and development skills, financial acumen, strategic business thinking, and is politically savvy.



## MINIMUM QUALIFICATIONS

Any combination of education and experience that would provide the knowledge and skills listed. Typically, a bachelor's degree in counseling, marriage and family therapy, nursing, psychology, social work or a related field and four years of experience appropriate to the assignment of Behavioral Health including one year of supervisory experience. (The area of assignment is Behavioral Health and Recovery Services.)

### **Clinical License Desired (not required)**

Professionally licensed as a Marriage and Family Therapist, Licensed Clinical Social Worker, Registered Nurse, or Clinical Psychologist in the State of California. Otherwise qualified non-California residents must obtain a California license within timelines consistent with the Business and Professions Code of California after moving from another state. Failure to obtain licensure within the specified timelines will result in termination of employment.

#### LEADERSHIP + COMMUNICATION

- Take assertive action to improve equity in communities served by BHRS.
- Support staff to excel and demonstrate flexibility and transparency.
- Inspire employees and create a positive and rewarding work environment.
- Present and communicate effectively.
- Value the importance of diversity, equity, inclusion, and belonging in the workplace.
- Be a visionary and communicate that vision effectively.
- Lead with integrity, transparency, and ethical and ethical behavior.
- Be an effective facilitator who works well with conflict and unites differences.
- Work with HHS and County leadership to strengthen a positive and rewarding work environment.

#### OVERSIGHT OF CLINICAL PROGRAMS + SERVICES

- Possess a big picture understanding of mental health and substance use treatment programs.
- Partner with other agencies and partner with other agencies and interact with and listen to the community.
- Convert consensus into tangible programs.
- Endorse accountability through data and evidence-based practices.
- Work across systems of care and break down barriers and silos.
- Consider innovative service delivery models to improve services.

#### PARTNERSHIPS, LEGISLATIVE AFFAIRS, AND POLITICAL ACUMEN

- Be an inclusive planner and identifier of service gaps across communities.
- Attend and participate on local boards, conferences, and commissions.
- Keep informed of what is happening at the state and federal level regarding behavioral health policy changes, communicate that knowledge effectively and put it into practice.
- Develop and maintain a close partnership with the justice community.

#### BUSINESS ADMINISTRATION + FISCAL MANAGEMENT

- Oversee a large budget and complex, programmatic funding streams.
- Keep abreast of best practices and use technology to improve efficiencies.
- Adhere to all fiscal and legal responsibilities as well as federal and state mandates.
- Demonstrate operational agility and effectively leverage resources.



## UPCOMING CHALLENGES & OPPORTUNITIES

- ⇒ Lead the Adult and Older Adult System of Care through changes mandated under the Behavioral Health Services Act (BHSA), including expansion of Evidence-Based Practices and new reporting and accountability metrics.
- ⇒ Ensure fiscal sustainability through increased staff productivity and provision of high-quality clinical services.
- ⇒ Effectively support the implementation of California Advancing Innovations in Medi-Cal (CalAIM).
- ⇒ Enhance partnerships and collaboration with the HHS Homelessness and Coordinated Care Division and contracted community partners.
- ⇒ Expanding peer workforce.
- ⇒ Develop and implement new housing programs for people with behavioral health disorders.

# COMPENSATION & BENEFITS

The County offers an attractive compensation and benefits program. The salary for this position is **\$136,219 to \$167,107 per year** depending on qualifications. The competitive benefits program includes:

- ⇒ Cafeteria-style health and welfare benefit plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.
- ⇒ Generous holidays and leave allowances include vacation, management, personal, and sick leave.
- ⇒ A defined benefit retirement plan governed by the County Employees Retirement Law of 1937 (CERL), which can be reciprocal with other retirement systems. For more information: [www.mcera.org](http://www.mcera.org). and <https://www.mcera.org/employers/new-hires>.
- ⇒ A voluntary deferred compensation 457 plan administered by Nationwide to enhance retirement planning.

**For additional information about benefits, please visit <https://www.hr.marincounty.gov/our-divisions/employee-benefits-wellness/>**

## HOW TO APPLY

*This is an open continuous recruitment and will remain open until the needs of the County are met. **Please apply by July 29, 2025 for first consideration.***

**APPLICATION+ INTERVIEW PROCESS.** Applications will be reviewed against the minimum qualifications. A highly qualified review will be conducted on applicants who meet the minimum qualifications. This review will consider experience as it relates to interpreting and implementing federal and state regulations governing behavioral health services, overseeing complex behavioral health service contracts and behavioral health or health and human services system health care design.

**Please address how you meet the minimum qualifications for the position within your attached cover letter and/or resume.**  
**The selection process will begin in late August 2025 and continue into September 2025.**

### QUESTIONS?

Please contact Cassie Folan, Human Resources at [Cassie.Folan@MarinCounty.gov](mailto:Cassie.Folan@MarinCounty.gov)





## ABOUT THE PROCESS

All applicants will receive email notifications regarding their status in the recruitment process. Please be sure to check your spam settings to allow our emails to reach you. You may also log into your [governmentjobs.com](https://www.governmentjobs.com) account to view these emails.

**Testing and Eligible List:** Depending on the number of qualified applications received, the examination may consist of a highly qualified review, application screening, online assessment, written examination, oral examination, performance examination, or any combination to determine which candidates' names will be placed on the eligible list. The eligible list established from this recruitment may be used to fill the current vacancy, and any future vacancies for open, fixed-term, full-time or part-time positions which may occur while the list remains active.

### **LiveScan:**

#### **SPECIAL REQUIREMENTS**

**Candidates selected are subject to fingerprinting by the Sheriff's Department and must pass a Department of Justice LiveScan background check prior to appointment.**

**Disaster Service Workers:** All County of Marin employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

**Equal Employment Opportunity Employer:** If you have questions regarding equal employment opportunities, please contact Roger Crawford, Equal Employment Opportunity Director, at 415-473-2095. If you have questions concerning this position announcement, please contact Cassie Folan at [cassie.folan@marincounty.gov](mailto:cassie.folan@marincounty.gov).

