



Alameda County Behavioral Health Care Services

invites you to apply for the position of

Medical Director *Behavioral Health Care Services*



BHCS Vision Statement:

"We envision a community where individuals of all ages and their families can successfully realize their potential and pursue their dreams and where stigma and discrimination against those with mental health and/or alcohol and drug issues are remnants of the past."

www.acbhcs.org

BEHAVIORAL HEALTH CARE SERVICES AGENCY

Behavioral Health Care Services provides a full range of accessible alcohol and drug and mental health services throughout Alameda County. Services are provided directly by county staff, private providers, and through contract with community-based organizations. Our network of services currently consists of over 400 individual practitioners, more than 90 community-based agencies, 20 hospitals and other institutions. Services are available in all languages and are provided by a multicultural and multidisciplinary panel of service providers, many of whom have developed specialties that meet the often unique needs of our clientele.



Behavioral Health Care Services is comprised of three main branches and four Systems of Care to meet the operational, financial, administrative support and service delivery needs of the Department. The Director of Behavioral Health Care Services provides overall leadership and is responsible for effective management, coordination and service delivery of all facets of the Department while the Deputy Director oversees the overall day-to-day operations of the Children's, Transitional Age Youth, Adult and Older Adult Systems of Care. The Medical Director, Financial Services Director and Management Services Director oversee their respective organizational branches ensuring consistent and seamless delivery of clinical, fiscal, management and information systems support to the organization.

BHCS Mission: The mission of Behavioral Health Care Services is to provide strength-based, recovery and resiliency oriented, culturally competent, high quality, geographically accessible, integrated alcohol, drug, and mental health services to Alameda County residents of all ages. Through a network of community-based and county providers, we provide prevention, treatment, and rehabilitation services to:



- Promote recovery and resilience
- Minimize services delivered in restrictive environments
- Stabilize and manage symptoms and behaviors that are problematic for clients whether psychiatric in nature or related to substance use or abuse
- Support clients in the least restrictive environment of their choice
- Reduce the long-term adverse impacts on individuals, families and the community resulting from untreated severe emotional disorders, serious mental illness, and substance abuse
- Reduce illness, death, disability, and the cost to society resulting from these conditions
- Provide crisis and recovery services following major disasters

THE POSITION

The Medical Director, Behavioral Health Care Services (BHCS) under administrative direction, develops, implements and directs the psychiatric medical care, policies, procedures, systems and standards for county-operated and contracted Behavioral Health Care Services (BHCS) programs; oversees the development, implementation and direction of a BHCS Pharmacy System to ensure the availability and provision of psychotropic medications to all BHCS patients in a cost efficient and quality manner; oversees, develops, coordinates and directs physician, nursing and pharmacy services in conjunction with site supervisors; conducts strategic short and long term planning to identify funding opportunities and cost containment strategies for pharmaceutical and medical services to insured and uninsured adults and children; organizes, directs and chairs the activities of the BHCS Psychiatric Practices Committee consisting of Medical Directors and lead psychiatrists of the BHCS system of care; establishes and insures continuation of Continuing Medical Education (CME) accreditation of the California Medical Association; and performs other related work as required.

THE IDEAL CANDIDATE

Behavioral Health Care Services is dedicated to providing the highest quality psychiatric medical care within the managed care environment. The ideal candidate will be prepared to maintain the highest level of service by demonstrating a commitment to excellence. Requirements for the ideal candidate's admission to the competitive interview process include the equivalent of two years of experience as a Physician V or higher level Physician class in the Alameda County classified service or the equivalent of five years of full-time experience in the direction and administration of a psychiatric clinical/medical system of care and possession of a valid license to practice medicine in California as well as possession of Board Certification in Psychiatry issued by the American Board of Psychiatry and Neurology.

The ideal candidate for the position of Medical Director will have demonstrated success in the following areas:

- A **strong ability to think strategically**, determine long-term goals and then identify the best approach to achieve those goals.
- A **solid leader** who manages work groups by inspiring and advising subordinates, facilitating goal accomplishment and tracking and evaluating performance to ensure success.
- A **great communicator and listener**, quick and clear thinking, calm under pressure.
- The ability to **consistently maintain effectiveness even when experiencing changes** in work priorities and takes prompt action to accomplish objectives; champions policy/practice changes.
- An **eloquent and persuasive speaker, able to inspire confidence and build support** within and outside the organization.
- A **self-directed problem-solver** with high standards for quality and a strong commitment to public service.
- An **approachable and politically astute leader** with a style that quickly fosters trust, loyalty, respect, commitment and partnership.
- An **innovative thinker** who combines ideas in unique ways and can explore situations from multiple perspectives while quickly calculating risks and initiating action to achieve a recognized benefit.

To find out more about Behavioral Health Care Services, please visit our website:

www.acbhcs.org



"...providing mental health & substance abuse service for the people of Alameda County."

In addition to a competitive annual salary of \$202,966.40, the *Medical Director* will enjoy an attractive benefits program with the following elements:



- MEDICAL PLANS
- DENTAL PLANS
- VISION BENEFIT
- LIFE INSURANCE
- ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE
- FLEX DOLLARS: (\$2300 Annually)
- HEALTH FLEXIBLE SPENDING ACCOUNT
- DEPENDENT CARE ASSISTANCE
- PRE-TAX TRANSIT AND PARKING BENEFIT
- HOLIDAYS: 11 paid plus two (2) or four (4) floating holidays depending on union bargaining unit. Represented management employees are entitled to up to three (3) additional days of management paid leave. Unrepresented management employees are entitled up to seven (7) days of management paid leave.
- VACATION
- SICK LEAVE
- VACATION PURCHASE PROGRAM
- EMPLOYEE ASSISTANCE PROGRAM (EAP)
- DISABILITY or INCOME REPLACEMENT
- LONG TERM CARE
- SAVINGS BONDS
- RETIREMENT
- DEFERRED COMPENSATION PLAN

If you are interested in this opportunity to help Alameda County Behavioral Health Care Services achieve its vision and mission, please complete and send your resume to:
HCSACareers@acgov.org

Resumes will be screened according to the qualifications outlined in the *Ideal Candidate* section of this brochure. The most qualified candidates will be invited to participate in the selection process.



Tentative Selection Schedule:

- Deadline for Filing: 5:00 pm Friday November 12, 2010
- First Round of Interviews: Week of November 29, 2010
- Second Round of Interviews: Week of December 6, 2010
- Tentative Start Date: January 18, 2011

The candidate selected to fill this position will be provisionally appointed under the order of Civil Service Rule 1720.

Please submit resume & cover letter by 5:00 pm Friday November 12, 2010

Alameda County HCSA Human Resources Department

Attention: Alysia Evans ▪ 2000 Embarcadero Cove, Suite 400 Oakland, CA 94606 ▪ Fax (510) 639-1290

HCSACareers@acgov.org

Bilinguals are Strongly Encouraged to Apply. EOE