



BEHAVIORAL HEALTH MEDICAL DIRECTOR

Recruitment Services Provided by Ralph Andersen & Associates

OUTSTANDING CAREER OPPORTUNITY

San Bernardino County is recruiting nationally for a highly experienced Behavioral Health Medical Director, who is a dynamic, innovative, visionary, and highly collaborative leader. The ideal candidate will be a progressive, highly experienced professional who enjoys working in a fast-paced and complex environment. **The ideal candidate will have a current California Medical License and Board Certification as a Diplomate of the American Board of Psychiatry and Neurology at the time of the start date.** This is an exciting and challenging career opportunity for a highly qualified psychiatric physician executive capable of providing effective leadership to a diverse staff.

Apply by February 20, 2024 for priority consideration

SAN BERNARDINO COUNTY

Located in the heart of Southern California, San Bernardino County thrives on the diversity of communities that offer families affordable housing, excellent schools, and community resources, including libraries, parks, hospitals, and international airports.

The County provides its residents and visitors a safe, clean, and healthy environment with access to a variety of business and shopping venues, as well as cultural and educational enrichment opportunities through museums, theater, and higher education, including California State University San Bernardino, University of Redlands, and Loma Linda University.

Our County encompasses over 20,160 miles of diverse geography and climate, including snowcapped mountains, flowering deserts, picturesque valleys, and pristine lakes. Adjacent to Los Angeles and Orange Counties, the County is a short drive away from Southern California’s premier beaches, resort destinations, and major metropolitan centers. The County has a population of over 2 million residents and is comprised of 24 incorporated cities and towns.

As an employer, the County strives to provide its employees with a work-life balance, where they can enjoy all the amenities the County has to offer along with excellent career opportunities, a supportive work environment, and a competitive total compensation package.

The County is a dynamic charter county governed by a five-member Board of Supervisors, who, working through the Chief Executive Officer – Luther Snoke, the County Administrative Office, and a budget and workforce of \$8.4 billion with over 26,000 dedicated employees, are committed to sustaining a vision of “a complete county that capitalizes on the diversity of its people, its geography, and its economy.

[County Website](#)

[County Org Chart](#)

[County Vision](#)

THE DEPARTMENT

The Department of Behavioral Health’s (DBH) mission is to be a progressive system of seamless, accessible, and effective services that promote prevention, intervention, recovery, and resilience of diverse individuals, families, and communities. Through this mission, DBH encompasses a key element of the Countywide vision which is to sustain high-quality community health and to fulfill the goal of providing for the safety, health, and social service needs of the county residents. This is accomplished through several regional clinics and outreach programs, partnerships with contracted non-government agencies, and collaboration with other county governments.

STRATEGIC GOALS FOR 2024

- ◆ Mentor and develop medical, clinical staff and other providers. Train and provide continuing education to residents, fellows, graduate students, pre-licensed clinical staff, and licensed medical and clinical staff;
- ◆ Expand Narcan Distribution Project to the community through outreach events and pick-up locations; and
- ◆ Expand capacity for services by developing Community Outreach and Support Team (COAST) mobile crisis co-response teams to deliver crisis response services.

THE POSITION

With a dedicated team of approximately 45 full-time psychiatrists, this at-will position reports to the Director of the Department of Behavioral Health and is the highest-ranking psychiatric physician leader within the DBH. The Behavioral Health Medical Director is directly responsible for providing executive leadership in the following key competencies:

- ◆ Supervises and evaluates medical staff, including contract physicians; coordinates staffing and personnel decisions; provides orientation; reviews credentials; handles disciplinary actions, including termination; approves continuing medical education requests;
- ◆ As a member of the Department’s management team, participates in the development of department-wide programs, policies, budgets, goals, and objectives;
- ◆ Oversees the delivery of the department’s addiction and psychiatric medical services; develops and implements policies and procedures for the delivery of medical services in accordance with applicable laws and regulations;
- ◆ Serves as liaison and coordinates services with Arrowhead Regional Medical Center Behavioral Health inpatient care and fee-for-service hospitals; chairs medical staff meetings and the Regional Medical Staff meeting. Works with members of various advisory boards and committees concerning medical services and program needs;
- ◆ Oversees the delivery of addiction and psychiatric care to all patients, including appropriate evaluations, diagnoses, treatment, medical screening, and medications. Provides medical guidance to professional staff and may provide direct psychiatric services as needed;
- ◆ Oversees the Medical Services budgetary items, which include facilitating allocations for pharmaceuticals, laboratory services, ambulance services, medical equipment, and recommendations for salaries for department physicians;
- ◆ Participates in quality assurance and compliance processes to ensure the quality of treatment and related services; reviews medical necessity of patient services and processes different levels of related patient appeals such as those related to eligibility for services, medical reimbursement, and appropriate diagnosis;
- ◆ Responsible for coordinating psychological autopsies and/or case reviews as necessary to improve service delivery;
- ◆ Provides clinical and administrative supervision of medical students on rotation for training; and
- ◆ Provides vacation and temporary relief as required.

THE IDEAL CANDIDATE

The ideal candidate will be a results-oriented, creative problem solver with a proven track record of excellence while collaborating with internal and external stakeholders to effectively manage key programs and initiatives while thriving in a fast-paced environment.

The ideal candidate will be expected to be a creative, strategic, innovative, team-oriented, and self-motivated leader with a hands-on and proactive approach that will continue the Department of Behavioral Health's reputation of excellence.

The ideal candidate will also possess a professional history that demonstrates the following experience & leadership competencies:

- ◆ **LEADERSHIP:** Creates a positive work environment in which all staff are motivated to do their best; ensures that clear, challenging, and attainable goals are set for a group and that these goals are aligned with the goals of the organization/department; ensures that the importance and benefits of goals and methods are understood and accepted by those who will carry them out; and conveys confidence and optimism in the group's ability to overcome obstacles and accomplish its goals;
- ◆ **VALUES EQUITY AND DIVERSITY:** Sees the benefit of having differing backgrounds and points of view in the workplace and leverages those differences in group processes and decision making; and supports professional development and career opportunity equally for all;
- ◆ **PROFESSIONAL/TECHNICAL EXPERTISE:** Is comprehensively knowledgeable of the most current information, techniques, practices, laws, and regulations of the field; has a clear developmental record of formal and on-the-job acquisition of knowledge and skills of the occupation; uses knowledge and judgment in applying appropriate methods and techniques to ensure speed, quality, and consistency in work products; and handles the most challenging tasks requiring technical expertise;
- ◆ **CUSTOMER AND PATIENT FOCUSED:** Shows interest in and understanding of the needs, expectations, and circumstances of internal and external customers and patients at the individual, group, or organizational level; explores options and pursues solutions to resolve issues of customers or patients; is responsive, pleasant, and professional; looks at the organization and its services from the customer's and patient's point of view; and seeks and uses customer and patient feedback to improve services or products;

- ◆ **TEAMWORK:** Understands their role on the team yet does whatever is needed to make the team successful; helps team members who need or ask for support or assistance; puts team results ahead of personal success; brings out the best in others on the team; and shares credit for group accomplishments;
- ◆ **MANAGING PERFORMANCE:** Sets and aligns individual performance goals with the goals of the unit; involves employees in setting their performance goals; ensures employees have the means and skills to accomplish their goals; tracks and measures individual and unit performance; provides ongoing feedback; treats all employees in an objective and consistent manner; and intervenes to correct poor performance following steps of progressive discipline;
- ◆ **PLANNING / ORGANIZING:** Determines the logically necessary sequence of activities and the efficient level of resources needed to achieve a goal; recognizes and addresses the interdependencies of activities and resources; clarifies roles and responsibilities; anticipates problems and mitigates risks; and produces a realistic schedule of completion;
- ◆ **POLITICAL SAVVY:** Understands the inner workings and interrelationships of the County's key stakeholders; builds relationships; gets things done through formal channels and informal networks; maintains good working relationships with key players throughout the County; and aligns and collaborates to solve problems or accomplish goals;
- ◆ **PROCESS IMPROVEMENT:** Knows how to separate and combine activities into efficient workflow; benchmarks best practices in the industry; knows what to measure and how to measure it for tracking quality, quantity, schedule, resource utilization, and customer feedback; knows how to identify process problems and opportunities for improvement and simplification; and leverages technology;

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THE IDEAL CANDIDATE *continued*

- ◆ **DEVELOPING OTHERS:** Coaches others regardless of performance level; shows insight into causes of poor performance and how performance can be improved; shares knowledge and expertise willingly; offers ongoing feedback, suggestions, and encouragement; acknowledges progress and growth; and supports others' career development plans. Assesses talent and recognizes the qualities that differentiate highly successful employees and builds from the average ones; is an astute observer of others' performance;
- ◆ **MANAGING CHANGE:** Understands the dynamics of organizational change; knows and guides the planning; process changes, role redefinition, retraining, incentive, and communication steps in transitioning from one organizational state to another; involves key stakeholders in planning and decision making; maintains a high level of communication about the reasons, benefits, opportunities, and difficulties of change; and encourages others and supports them through the transition;
- ◆ **STRATEGIC VIEW:** Focuses on the future and where current trends will lead; understands the factors that are shaping the industry and anticipates the opportunities that will be opening and closing; keeps an eye on the big picture and long-range possibilities and implications; and makes, evaluates, and revises long-range plans and goals taking into consideration the organization's core competencies, customers, competition, available resources, and strengths and weaknesses;
- ◆ **COLLABORATION AND RELATIONSHIP BUILDING:** Develops and maintains work relationships and continuously works to improve relationships, contacts, and network; maintains an open and approachable manner and easily builds rapport with others; respects others regardless of differences in interest, perspectives, background, and County and organizational level; and treats others sensitively, fairly, and consistently; and
- ◆ **HANDLING CONFLICT:** Deals with interpersonally and/or politically challenging situations calmly and diplomatically, diffusing tension; thoughtfully intervenes in conflicts to facilitate communication and resolve problems, finding common ground when possible; and handles complaints and disputes with composure and tact.

MINIMUM QUALIFICATIONS

- ◆ Must possess an active, unrestricted and unencumbered Physician and Surgeon's Certification issued by the State of California Medical Board;
- ◆ Must possess a valid Drug Enforcement Administration Registration Certificate;
- ◆ Must show evidence of having completed the required course of graduate psychiatric education as specified by the American Board of Psychiatry and Neurology in a program of training accredited by the Accreditation Council for Graduate Medical Education, the American Medical Association, or the American Osteopathic Association; and
- ◆ Five years of post-residency or licensure experience in a recognized psychiatric specialty .

DESIRED QUALIFICATIONS

- ◆ One year of administrative experience in a medical program.
- ◆ Master's Degree in Health Services Administration, Public Health, Public Administration, Business Administration or other related field.

Any combination of required experience, education, and training may be considered.



COMPENSATION & BENEFITS

San Bernardino County offers a generous benefit package which includes a competitive salary within the designated 119C salary range.

Base Annual Salary: \$310,148.80 - \$447,324.80

Anticipated 3% annual salary increases in February 2024 and 2025

The County also offers an alternative **Modified Benefit Option (MBO)** that provides a wage differential of 4% above the base salary rate with a complementing modified leaves package and benefits, including:

- ◆ MBO Annual Salary: \$322,554.75 – \$465,217.79
- ◆ Use of increased pay rate to calculate County contributions to RMT, 401(k), and 457(b) plans, leaves cash outs, and retirement contribution rates
- ◆ Flexible Paid Time Off (PTO) with cash out options

Leaves Packages

- ◆ 15 paid holidays (Includes one paid floating holiday with Traditional Benefits Package)
- ◆ 80 hours of administrative leave with a cash out option
- ◆ Traditional Leave Package with up to 160 hours of vacation accruals annually (based on service hours) with cash out option and paid sick leave with unlimited accrual
- ◆ Modified Benefits Package with up to 200 hours of Paid Time Off (PTO) accruals annually (based on service hours) with annual cash out option for up to 160 hours

Medical

- ◆ Medical and Dental Insurance for the employee and eligible family members with premium subsidies
- ◆ County paid Vision Insurance for the employee and eligible family members
- ◆ FSA pre-tax account for qualified health care expenses with up to \$40 County match per pay period

Retirement

- ◆ County pension (www.sbcera.org) vested after five years of service
- ◆ Retirement Reciprocity with CalPERS, CalSTRS, and 1937 ACT plans
- ◆ 401(k) Defined Contribution Plan with 2 for 1 match, up to 8% of the base salary
- ◆ 457(b) Deferred Compensation Plan with County contribution .5 times Employee contribution, up to .5%
- ◆ Retirement Medical Trust (RMT) with County Contribution (based on service hours)

Additional Benefits (Exempt Level C Benefits)

- ◆ Tuition Loan Repayment up to \$10,000 for eligible loans
- ◆ County paid basic life insurance with voluntary supplemental life insurance options including accidental death and dismemberment
- ◆ County paid short-term and long-term disability benefits

Click the links below to learn more about the County's compensation and benefits packages:

- ◆ [Traditional Benefits Package](#)
- ◆ [MBO Benefits Package](#)
- ◆ [County Exempt Compensation Ordinance \(02.072023\)](#)

TO BE CONSIDERED

This is a confidential process and will be handled accordingly; references will not be contacted until mutual interest is established. The first review of resumes will take place on **February 20, 2024**. This position will remain open, and resumes will be reviewed until filled; candidates are encouraged to apply early as it may close at any time once a strong pool of candidates is received. Interested candidates must submit a compelling cover letter, comprehensive resume, and six professional references via email to: apply@ralphandersen.com.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position. Employment history, degrees obtained, and other certifications/accomplishments will also be verified. Should you have any questions regarding this position or the recruitment process, please call Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

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