

Behavioral Health Medical Director



Sonoma County offers an exceptional quality of life with its stunning landscapes, outdoor recreational opportunities, and proximity to San Francisco and Oakland. Known for its vibrant community, excellent schools, and affordable living, it is a perfect place to raise a family. Professionals will find career growth opportunities within a collaborative environment and benefit from generous perks, including a pension program. The County provides a unique chance to impact community health positively while enjoying a balanced and enriching lifestyle.



The County of Sonoma Department of Health Services

The County of Sonoma Department of Health Services (DHS) is dedicated to promoting the health and well-being of Sonoma County residents. DHS consists of four divisions: Administration, Behavioral Health, Homelessness, and Public Health, and provides a wide range of services, including public health programs, behavioral health services, and environmental health initiatives. Key functions include disease prevention, health education, emergency preparedness, services to end homelessness, and support for mental health and substance use disorders. The department also ensures the safety of food, water, and the environment. Through these comprehensive services, DHS aims to enhance community health, prevent illness, and improve access to healthcare for all residents.

Behavioral Health Division

Our mission is to promote recovery and wellness to Sonoma County residents. We provide a comprehensive range of mental health and substance use disorder services across the service spectrum, from prevention, early intervention, and treatment to aftercare and recovery. These services are delivered directly or in partnership with community-based agencies, ensuring a holistic approach to wellness.

The Department of Health Services Behavioral Health Division provides the following services:

- Crisis Services
- Mental Health Services
- Substance Use Disorder Treatment & Recovery Services
- Peer Run Self-Help Centers

The Position

The Behavioral Health Medical Director, for one of Sonoma County's largest departments, has a vital leadership role responsible for overseeing and managing a team of psychiatrists providing care to a diverse community. They are a member of management, supervising a team of approximately 20 psychiatrists, both full-time and part-time, within a large division of over 300 employees. The new director will be at the forefront of quality clinical care and will implement expanded services with a new Drug Medi-Cal Organized Delivery System (DMC-ODS), which creates a continuum of care.



Key Responsibilities

- **Strategic Leadership:** Shaping the Division's direction and integrating primary care and behavioral health services.
- **Clinical Oversight:** Lead clinical services, ensuring high-quality care in the Crisis Stabilization Unit and medication support programs.
- **Regulatory Compliance:** Ensure compliance with all relevant laws and oversee the peer review process for proper prescription practices.
- **Team Management:** Hire, supervise, and guide psychiatric providers, addressing personnel issues to maintain a high-functioning team.
- **Crisis Management:** Support the Crisis Stabilization Unit and provide after-hours consultations for urgent needs.
- **Collaboration and External Relations:** Enhance service delivery through partnerships with community organizations and external agencies.
- **Organizational Development:** Develop and refine procedures and workflows and provide training in the use of electronic health records (EHR).
- **Leadership and Advocacy:** Advocate for mental health needs and contribute to policy development in alignment with state mandates and organizational goals.

The Ideal Candidate


The ideal candidate for the Behavioral Health Medical Director position will be a licensed psychiatrist with extensive clinical experience in behavioral health, preferably as a provider working with individuals with mental health and substance use disorders across various age groups, including youth, adults, and elders. Exceptional leadership, organizational, and administrative skills are essential to oversee a team of psychiatrists and fit into the broader organizational structure and strategy.

The ideal candidate should also possess a strong, diplomatic, team-oriented approach, as they will be joining an established and well-functioning team. The ability to maintain continuity while providing fresh perspectives and leadership will be crucial.

Key Attributes and Qualifications

- **Clinical Expertise:** Extensive experience with serious mental illnesses and co-occurring substance use disorders, trauma-informed care, and addiction medicine.
- **Leadership and Management:** Proven ability to manage medical teams, hire and supervise providers, and oversee compliance and peer review processes. Experience fostering a collaborative, trust-based team environment.
- **Regulatory Knowledge:** Deep understanding of relevant state mandates and regulatory requirements, including SB Bill 43, Proposition 1, and Care Court.
- **Technical Proficiency:** Skilled in using EHR and supporting medical staff in their use.
- **Collaborative and Diplomatic:** Strong communication and diplomatic skills, maintaining a positive and inclusive work culture. Ability to handle high-pressure situations and manage crises effectively.
- **Integrity and Accountability:** Uphold high ethical standards, transparency, and accountability. Ability to build trust and use a strengths-based leadership approach.
- **Completed Coursework/ Continuing Education in Addiction Medicine:** Upon hire, candidate will be expected to complete 5 hours of continuing medical education in Addiction Medicine annually.

Knowledge, Skills, and Abilities

- **Behavioral Health Practices:** In-depth knowledge of current practices, the Recovery Model, strength-based treatment, and the integration of primary care and behavioral health systems.
 - **Clinical and Operational Management:** Expertise in diagnosis, treatment, quality assurance, and regulatory compliance.
 - **Strategic Planning and Evaluation:** Ability to plan, direct, coordinate, and evaluate services, implement treatment methods, and develop goals and objectives.
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Minimum Qualifications

Educational Background:

- Graduation from an approved medical school and satisfactory completion of a three-year psychiatric residency approved by the American Medical Association or the American Osteopathic Association.

Professional Experience:

- Possession of a valid license as a physician and surgeon issued by the State of California and a valid certificate in psychiatry issued by the American Board of Psychiatry and Neurology or written evidence of successful completion of a psychiatry residency.
- At least five years of experience in clinical psychiatry, or community behavioral health services, of which three years' experience is in a highly responsible administrative, teaching, or supervisory capacity. Public sector experience is desired.
- **License:** Possession of a valid driver's license at the appropriate level including special endorsements, as required by the State of California, may be required depending upon assignment to perform the essential job functions of the position.

Compensation & Benefits

Starting salary up to **\$358,525.47/annually**, with an additional \$25,000 signing bonus paid over three installments during the first two years of service. Other incentives may include advanced paid vacation and/or sick leave of up to 24 hours per leave type and relocation reimbursement of up to \$10,000. The County of Sonoma also offers competitive benefits and a wellness package, reflecting its commitment to employee well-being.

Sonoma County also offers the following:

Hybrid Telework – A schedule that meets the needs of our staff, department operations, and the communities we serve may be available depending on the assignment

Salary Advancement – A salary increase after 1,040 hours (6 months when working full-time) for good work performance; eligibility for a salary increase for good performance every year thereafter, until reaching the top of the salary range

Paid Time Off – Competitive vacation and sick leave accruals, 12 paid holidays, and an additional 8 floating holiday hours per year

County Paid Health Premium Contributions – 100% premium contribution for the majority of employee-only and employee + family health plan options

Staff Development/Wellness Pay – Annual benefit allowances of up to \$2,000 and ongoing education/training opportunities

Post-Retirement Health Reimbursement Arrangement – County contributions to help fund post-retirement employee health insurance/benefits

Retirement – A pension fully integrated with Social Security

Incentive Retirement Savings Plan (IRSP) and 457 Voluntary Deferred Compensation – 3% of salary County contribution to a 401(a), in addition to the County matching up to 1% of base salary in 401(a), based upon employee contribution

Paid Parental Leave – May be eligible for up to 8 weeks (320 hours) after 12 months of County employment

Student Loan Debt Relief – County employees may be eligible for Public Service Loan Forgiveness through the U.S. Department of Education

To learn more about employee benefits, visit <https://sonomacounty.ca.gov/employee-benefits>.

To Apply

This position is open until filled. However, the first resume review is on **Friday, May 23, 2025**.

To be considered for this career opportunity, please submit an on line application and respond to the supplemental questions at: www.governmentjobs.com/careers/sonoma. Applications will be screened based on the criteria outlined in this brochure. The best qualified candidates will be invited to participate in the selection process.

For any questions, please contact:



Ms. Teddi Anderson

Email: tanderson@cpsshr.us

Website: www.cpsshr.us/search

The County of Sonoma values diversity and is dedicated to creating a workplace environment that provides individuals with a sense of belonging. We are committed to having a diverse workforce that is representative of the communities we serve. The County is proud to be an Equal Opportunity Employer where all aspects of employment are based on merit, competence, performance, and business need.