



NAPA COUNTY

Deputy Director HHSA — Behavioral Health

Salary \$194,521 -- \$235,996 annually DOE/DOQ





The Napa Valley

Internationally known for its fine wines, exciting restaurants and world-class resorts, is home to approximately 135,000 residents who share a strong sense of community and a legacy of preserving and protecting our rich agricultural heritage.

Located in the heart of California's preeminent wine region, the Napa Valley is also part of the dynamic San Francisco Bay Metropolitan Area. With its sunny Mediterranean climate and proximity to the mountains and ocean, the Valley offers residents easy access to virtually unlimited shopping, dining, cultural and recreational opportunities. In the City of Napa, Oxbow Public Market features regional gourmet food. The Napa Valley Wine Train is a world-renowned vintage locomotive traveling restaurant running through the valley.

The Napa Valley's strategic location, natural and cultural resources, history of responsible land use planning and attractive quality of life provide the ideal mix of small town living and big city amenities. From the shores of Lake Berryessa and the peak of Mount Saint Helena to the Calistoga natural springs and the sprawling vineyards, Napa County is a rural, scenic and historically-rich community. Home to the Napa Valley Film Festival and the wine auction at Meadowood, Napa County offers many activities to its residents and visitors including fine dining, hiking, kayaking and wine tasting, among many others.

Surrounding Areas

The Napa Valley is located just 50 miles northeast of San Francisco, which makes it a short drive from several airports in the San Francisco Bay Area. Easy day trips to the incredible Northern California Coast where visitors enjoy surfing, boating, fishing, or just walking in the sand. Weekends in Lake Tahoe with world-class ski resorts, casinos, lake activities, and breathtaking mountain views.



Napa County is a highly respected employer within the local community as well as throughout the region. We offer rewarding and challenging work, competitive salaries, a comprehensive benefits package and tremendous opportunities for career growth. At Napa County, we truly value our employees and are committed to diversity in our family-oriented environment.

As an organization, the County is dedicated to improving the lives of our citizens and reflecting the best of the community's values: integrity, accountability, and service.



**A Tradition of Stewardship
A Commitment to Service**

A general law county, Napa County is governed by a five-member Board of Supervisors elected by district for four year terms. The Board of Supervisors appoints a County Executive Officer who is responsible for providing overall management for the County's operations, including day-to-day supervision of the County's appointed department heads.

Napa County has a budget of approximately \$970 million and has enjoyed relative financial stability in recent years compared to many agencies. More than 1,450 county employees provide services to the public through 17 departments. Five departments are managed by elected officials and the remainder are managed by a department head appointed by the Board of Supervisors based on the recommendation of the County Executive Officer. County services include land use permitting, road maintenance, social services, public safety, elections, public health, behavioral health, environmental management, airport operations, library services, emergency operations and dozens of other programs that benefit County residents. As an organization, Napa County is dedicated to improving the lives of its residents and reflecting the best of the community's values: **integrity, accountability and service.**



Health & Human Services Agency

Napa County Health and Human Services Agency (HHSA) is committed to being the best integrated agency in the state providing coordinated service delivery in the areas of public health, child welfare, behavioral health (mental health and alcohol and drug treatment), self-sufficiency and older adults. HHSA is also committed to operational excellence in support of the programs and services delivered to our community and clients most in need. We hire qualified and diverse staff, and empower them to do their best work in a positive, supportive, and mutually accountable environment.

HHSA is the largest department within the County with approximately 500 employees and a FY 25-26 budget of \$190M and is comprised of six program divisions and several administrative divisions. The program divisions are Public Health, Mental Health and Alcohol and Drug Services (collectively, Behavioral Health), Child Welfare Services, Comprehensive Services for Older Adults, and Self Sufficiency Services. The administrative divisions include Operations, Fiscal and Quality Management. HHSA takes a broad-based integrated approach to carrying out our mission of serving our community and supporting its health and well-being.



NAPA COUNTY
**Health & Human
Services Agency**

The Position

The Deputy Director HHSA — Behavioral Health is part of the executive leadership team of HHSA responsible for collaboratively leading this integrated agency, and providing highly responsible and complex support to the HHSA Director.

This position directs, manages, supervises and coordinates the services and internal operations of the Mental Health and Alcohol and Drug Services Divisions within HHSA, including therapy, emergency response, case management, conservatorships, hospital discharge, wraparound programs, psychiatry, and other inpatient and residential services provided by community-based organizations.

Under administrative direction, the Deputy Director of HHSA — Behavioral Health will have the responsibility for leading and operating a fully integrated Mental Health and the Substance Use treatment system, as one component of the greater HHSA integration of services. This position also coordinates integrated services with other divisions, departments, and outside agencies.

This is an “at will” classification that serves at the pleasure of the HHSA Director.



The Ideal Candidate will possess expertise in the area of Behavioral Health, a passion for management and leadership, and a strong commitment to partnering with their colleagues and the community.

The selected candidate will have demonstrated experience in the following:

- ◇ Advancement of diversity, equity and inclusion within the workforce and service delivery
- ◇ Fostering a workplace culture where communication, empowerment, accountability, coaching, and a team-based approach are the norms
- ◇ Working with new delivery models related to the integration of Behavioral Health and Alcohol & Drug Services, and an understanding of managed care delivery models
- ◇ Delivering evidence-based, culturally competent, and inclusive community mental health services in California
- ◇ Serving on an executive leadership team co-leading an integrated health and human services agency or health care organization in a responsible and accountable manner
- ◇ Collaborating with community based organizations in furtherance of improved services to clients seeking services in Napa County
- ◇ Engaging staff and stakeholders using a strength based approach and collaborative management techniques
- ◇ Experience in quality and process improvement using data and client feedback to ensure positive outcomes for persons served
- ◇ Demonstrated record of advancing the most current evidence-based treatment models for efficacious client centered services
- ◇ Inspiring employees while creating a positive, empathetic, and inclusive learning environment where structures and processes support and guide staff work.
- ◇ Supervising a diverse staff, including providing effective feedback and mentoring staff to their fullest potential
- ◇ Development and management of complex budgets
- ◇ Thorough knowledge of the various laws and regulations governing the provision of community mental health services in California, including the myriad of funding streams and federal and state claiming, billing, and program requirements.



COMPENSATION AND BENEFITS

The County also offers an outstanding benefit package that includes:

- ◆ 12 HOLIDAYS
- ◆ VACATION -based on years of service
- ◆ 12 SICK DAYS
- ◆ 80 HOURS MANAGEMENT LEAVE
- ◆ 19 HOURS PERSONAL LEAVE
- ◆ \$15,000 SIGNING BONUS
- ◆ MEDICAL & DENTAL INSURANCE
- ◆ VISION INSURANCE
- ◆ LIFE INSURANCE
- ◆ CalPERS PENSION PLAN
- ◆ 40 HOURS BEREAVEMENT LEAVE
- ◆ CELL PHONE ALLOWANCE
- ◆ LTD and STD INSURANCE
- ◆ EDUCATION REIMBURSEMENT
- ◆ DEFERRED COMPENSATION
with employer match
- ◆ STUDENT LOAN FORGIVENESS
up to \$20,000

[Detailed Benefits Summary / Click here](#)

Candidate Qualifications

Minimum qualifications for this position include a master's degree in health care administration, public health, psychiatric nursing, psychology, sociology, counseling, public administration, business administration and/or a related field from an accredited college or university, and four years administrative or management experience at the level of division director, program manager, and/or center or facility manager in a mental health or substance abuse services program, or closely related health or human service program requiring large expenditures of funds.

The position also requires licensure in accordance with California Administrative Code, Title IX, Section 620. For specific information about the various licensure requirement options, please refer to the Classification and Compensation Specification.

[View Qualification Summary / Click here](#)

HOW TO APPLY

This position is open until filled.

Please submit your application ASAP for consideration.

Submit Cover Letter and Resume

Craig W. Southerland

Public Service Search

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Napa County is an equal employment opportunity employer.