Build a bridge to community health

That will Span the generations

The San Mateo County Health System invites resumes for the position of

Behavioral Health & Recovery Services

Medical Director
The County

Life in San Mateo County provides a picturesque setting, combined with an incredible array of activities which truly represent the California lifestyle at its finest. Bordered on the west by the majestic Pacific Ocean, to the north by San Francisco, to the east by the scenic San Francisco Bay, and to the south by world-famous Silicon Valley, San Mateo County offers a wide range of recreation, economic opportunities and attractions. The 700,000 residents of the County enjoy a diverse, multi-cultural population, cosmopolitan ambiance, temperate climate, clean air, rural open space, and a geographic location in the heart of the San Francisco Peninsula. San Mateo County government provides a full range of services with a workforce of approximately 5400 employees in 22 agencies and departments, and a budget of $1.8 billion.

San Mateo County is known for its innovation and leadership on public policy challenges facing local communities, and it expects to continue this role in the healthcare arena. The mission of the San Mateo County Health System is to prevent illnesses and injuries; to protect the public from environmental and communicable disease hazards; and to provide services to vulnerable residents.

The Health System

The Health System includes: San Mateo Medical Center, an acute care hospital and 11 out-patient clinics, Burlingame Long Term Care Facility, a 277 distinct-part skilled nursing facility, Aging and Adult Services, Public Authority for In-Home Supportive Services (IHSS), Behavioral Health and Recovery Services, Correctional Health, Community Health (Environmental Health, Public Health, and Emergency Medical Services), Family Health, and Health Policy and Planning. Leadership and policy guidance is provided by Health Administration and Health Policy and Planning. The total operating budget for FY 2010-11 is $545M with 2,320 employees.

We do our work with a wide range of strong partners, whose roles we complement, to address pressing community health issues and to work toward a healthier tomorrow. In particular, the Health System has a close partnership with the Health Plan of San Mateo, a locally governed public managed care plan that includes Medi-Cal, Medicare, and other special public programs.

We work in communities that are vibrant, changing, and challenging. We work with colleagues in and out of the Health System who are interesting, passionate, intelligent and resourceful.

Behavioral Health & Recovery Services

The Behavioral Health and Recovery Services (BHRS) Division of the Health System provides comprehensive services to people with substance use problems and/or mental illness and emotional disturbance. Priority populations include Medi-Cal beneficiaries, seriously mentally ill adults and children, older adults at risk of institutionalization, seriously emotionally disturbed children in special education and/or at risk of out-of-home placement, and people of any age in crisis. Services are structured within a recovery/resiliency oriented community-based system of care. The Division has a $125 million budget with 400 staff and over 50% of services delivered through contracted mental health agencies and providers.
The Position

The Behavioral Health and Recovery Services Medical Director reports to the Director of BHRS and participates in all aspects of the leadership of the system of care for people with mental illness, alcohol and drug problems, and co-occurring conditions. The Medical Director is directly responsible for supervision of all County employed psychiatric personnel and the development, implementation and direction of psychiatric medical care policy, procedure, systems and standards for all county-operated and contracted BHRS programs for all ages. The Medical Director also supervises the pharmacy personnel and oversees the development, implementation and direction of the BHRS pharmacy system through partnership with the Health Plan of San Mateo. The Medical Director directly supervises several collaborative programs: the primary care/behavioral health services; a specialty program focused on people with co-occurring mental illness and developmental disabilities; and a new effort targeting psychiatric services that are needed by participants of drug and alcohol treatment programs.

BHRS operates one of the only community-based psychiatric residency programs in California through an affiliation with San Mateo Medical Center. The Medical Director oversees this program, which includes one supervising psychiatrist and sixteen residents.

**Key Duties:**

- Oversees, develops, coordinates and directs physician, nursing and pharmacy services in conjunction with other managers and site supervisors.
- Conducts strategic short and long term planning to identify opportunities and strategies and address challenges for pharmaceutical and medical services to insured and uninsured adults, children and youth.
- Provides leadership in the planning, development and implementation of BHRS goals, strategies and policies.
- Develops and implements methods and procedures for monitoring psychiatric medical service performance.
- Recommends and implements program design, medical practice guidelines, policies and procedures related to psychiatric services.
- Oversees the pharmacy system and coordinates with the Health Plan of San Mateo and San Mateo Medical Center on aspects of the program that rely on these programs.
- Recruits and participates in the hiring and performance evaluation of BHRS medical staff.
- Directly supervises 15 psychiatrists, 1 pharmacy manager, and 1 other staff member. Has overall responsibility for 70 personnel.
- Organizes, directs, and chairs the Flu Pandemic Planning Committee, Pharmacy Committee and IT Medical Committee.
- Represents the BHRS before boards, committees, other agencies, the public, and statewide organizations.
- Supervises the Residency Program Director and assures ongoing accreditation of the program. This training program is a unique, community-based program with 16 residents who rotate through inpatient and community mental health services.
- Coordinates with other Health System divisions including Hospitals & Clinics and Public Health.
- Supervises the team that provides behavioral health services within County primary care clinics.
Challenges & Opportunities

The Behavioral Health and Recovery Services Medical Director will find that San Mateo County, the Health System and its Behavioral Health and Recovery Services Division offer a stimulating and rewarding professional environment. The Medical Director will address the following challenges and priorities:

- Preserving and fostering clinical excellence in a managed care environment.
- Designing outcome based systems and processes to insure highly trained providers who use intervention and treatment strategies that reflect best and promising practices.
- Insuring state of the art pharmaceutical and laboratory services within available resources.
- Recruiting and managing a diverse, skilled medical staff in the face of an acknowledged statewide human resources crisis.
- Participating in a collaboration with the Health Plan of San Mateo for pharmacy benefits including the supervision of a pharmacy benefits management program.

Ideal Candidate

The ideal candidate will be a Board Certified Psychiatrist with at least five years of postgraduate experience and will possess the following personal and professional qualities:

- Fundamental commitment to the well-being of clients and their families and a belief in the ability of persons with psychiatric conditions to lead fulfilled lives.
- Dedication to providing excellent services in the public sector.
- Knowledge of medical/clinical best practices as they apply to complex/co-occurring clients and ability to provide clinical leadership for the Division.
- Commitment to continuous learning and interest in teaching.
- Ability to effectively represent Division needs and priorities and collaborate with other health and human services organizations.
- Willingness to tackle tough issues including establishing priorities for services in an environment where resources are never sufficient.
- Experience in supervision.
- Effectiveness in working with diverse staff and multi-disciplinary teams within a complex organizational environment.
- Excellent negotiation and organizational development skills.

Requirements:

License to practice medicine or osteopathy in the State of California. Completion of a residency program and one year of administrative or supervisory psychiatric clinical experience. Board Certification or eligibility for certification is required.
How to Apply

To apply for this significant career opportunity, please e-mail your resume, cover letter and responses to the supplemental questions below. We will send e-mail confirmation acknowledging receipt. Please limit your responses to the following questions to a total of two pages.

1. Describe your experience in the area of managing psychiatric services for populations that experience co-occurring mental illness and alcohol and drug use. Additionally, discuss specific examples of how this experience demonstrates that your skills and abilities will make you successful in this position.

2. Describe your experience collaborating with primary care on services that are delivered within integrated primary care behavioral health settings. Additionally, include one example that best demonstrates your experience.

3. Describe your management experience, including the number and levels of staff you have supervised. Additionally, provide examples of approaches you have found successful in establishing commitment to clients and continuous growth among staff.

4. Describe your experience working with culturally diverse communities, organizations, and staff. Additionally, include the strategies you use to foster and maintain positive working relationships amongst diverse groups.

All materials must be received by 5:00 p.m. PST on November 29, 2010. E-mail application materials to: Yvonne Alvidrez, Management Analyst, yalvidrez@co.sanmateo.ca.us
San Mateo County Human Resources Department Telephone: (650) 363-4354

Salaries/Benefits

The salary range is $181,525 to $226,918 annually, which includes premium pay of 14.2% for lead medical program responsibility for a county wide program or service (5%) and supervision of employees in the classification of Supervising Child Psychiatrist (9.2%). The County offers an excellent benefits package that is available to spouses, domestic partners, and other dependents and includes:

- **Administrative Leave**: Management employees accrue 130 hours per year to use as time off. In April of each year, employees have the opportunity to convert 50% of their then current Administrative Leave hours balance for a cash payment.

- **Retirement**: Choice of 2 County Retirement System plans & health benefits for retirees.

- **Insurance**: Choice of 3 medical and 2 dental plans with the majority of the premium paid for employee and eligible family members plus Flexible Spending Account option. The vision care plan is fully paid for employee and eligible dependents. $50,000 of Basic Life Insurance is provided by the County.

- **Additional Insurance**: Family Death, Disability and Supplemental Life Insurance policies are available to employees. Long Term Disability benefits fully paid by the County.

- **Vacation**: Employees receive 13 paid days a year for the first 5 years of service. Additional days are added with increased years of service.

- **Other Benefits include**: Employee Health and Fitness Program, Commute Alternatives Program, Employee Assistance Program, Dependent Care Assistance Plan, First Time Home Buyer Program, Deferred Compensation, and Tuition Reimbursement Program.

For more information about San Mateo County’s Employee Benefits, please visit: www.co.sanmateo.ca.us/hr/ben