



# Director of Behavioral Health Services (BHS)

Executive  
Recruitment

County of Orange,  
California

# THE COMMUNITY & THE COUNTY

Whether for its charming beach towns, picturesque coastline, or cosmopolitan metro areas, Orange County welcomes millions of visitors annually and stands out as one of California's most iconic regions. With a population of over three million residents and encompassing 34 incorporated cities, Orange County is the sixth largest county in the United States. Residents enjoy over 42 miles of pristine beaches, three major harbors, beautiful nature preserves, and approximately 402 miles of riding and hiking trails. Here you'll find abundant sunshine and a temperate climate, top-notch cultural attractions, some of the highest quality public and private schools in the nation, and a thriving corporate and high tech economic center. Home to notable world-class entertainment venues, convention centers, several major sports franchises, and some of the state's most popular destinations such as Disneyland, Orange County is also the safest large county in the state, with vibrant, historic, and diverse neighborhoods—the perfect place to live, work, and explore.

Officially formed in 1889, the County of Orange is a Charter County governed by a five-member Board of Supervisors elected to four-year terms. The County operates with an approximate budget of \$10.8 billion and employs 18,000+ staff in its 22 departments and divisions, and strives to create a safe, healthy, and fulfilling place for residents to live, work, and play by providing outstanding, cost-effective regional public services.



## HEALTH CARE AGENCY

[Orange County Health Care Agency \(HCA\)](#) is a dynamic organization dedicated to creating and supporting an environment that promotes the achievement of optimal individual, family, and community health. Under the leadership of the HCA Director, a dynamic executive team with an organizational structure comprised of five (5) service areas - Administrative Services, Behavioral Health Services, Correctional Health Services, Public Health Services, and Specialized Medical Services - is committed to meeting the health needs of the diverse Orange County community.



## THE DEPARTMENT

The [Behavioral Health Services \(BHS\)](#) Division consists of the following service areas: Adult and Older Adult Services, Children and Youth Services, Quality Management Services, Behavioral Health Services Act Office, Data Analytics and Evaluation, Crisis Services, Substance Use Disorder Services, and Forensic, Justice Involved division, and Planning & Grants. These areas provide a culturally competent and client-centered system of behavioral health services for all eligible county residents in need of treatment for a serious mental illness and/or a substance use disorder.

## POSITION OVERVIEW

Working directly with the HCA Director, the BHS Director will serve as a key member of the HCA Executive Team and provide executive management oversight for BHS. The position is responsible for all County mental health and substance use disorder related services for youth and adults, as well as establishing and maintaining standards for quality medical care and medical oversight of programs and services.

The position provides leadership to a dedicated and professional workforce of approximately 1,300 employees and numerous community-based contractors who are responsible for providing a wide range of services to the Orange County community.

This is an executive, at-will position. The BHS Director serves at the pleasure of the Director of Health Care Agency. The selected candidate will be required to enter into an at-will agreement.

### **Job duties include, but are not limited to:**

The BHS Director is responsible for establishing vision and priorities; overseeing program development, service delivery, and system integration; managing a large, multi-source budget; ensuring compliance with federal, state, and local requirements; and leading a diverse workforce through multiple layers of management. A focus of the role is system integration and collaboration.

The BHS Director will strengthen coordination across County departments and maintain strong partnerships with the Sheriff's Office, probation, community providers, healthcare systems, and regional stakeholders to support a seamless continuum of care. The Director will also provide fiscal leadership and sustainability, navigating complex funding streams and significant changes associated with the transition from the Mental Health Services Act to the Behavioral Health Services Act. This includes aligning resources with strategic priorities, supporting community providers through funding transitions, and ensuring long-term system viability.

In addition, the BHS Director will oversee the implementation of Board-approved initiatives, including new and expanded treatment facilities, crisis and inpatient services, justice-involved diversion and jail-based care, and coordinated community-based mental health and substance use programs. As a visible and trusted public leader, the Director will engage stakeholders, communicate transparently, and navigate community expectations and political dynamics related to behavioral health, homelessness, and public safety.



# THE IDEAL CANDIDATE

The ideal candidate will have demonstrated progressive experience managing large complex programs within the health field. Additional desired experience includes collaborating with stakeholders to develop programs to support recovery, knowledge and/or experience working on statewide issues with California Behavioral Health Directors Association (CBHDA), and a commitment to cultural competence. Experience working with other county departments and justice partners in the delivery of client services and having comparable experience overseeing contracts of a significant magnitude is highly desirable.

Awareness of and/or experience with the nexus of homelessness with Behavioral Health disorders would be beneficial.



## Core competencies include:

- **Transformational Change:** Leads complex change initiatives from concept to implementation, guiding the department through evolving regulatory frameworks, funding structures, and service delivery models while embedding change into daily operations.
- **Organizational Planning & Leadership:** Brings structure and accountability to a large, complex organization by reducing silos, clarifying roles, and advancing a more strategic, empowered, and outcomes-focused culture.
- **Systems Perspective:** Sees connections across programs, funding streams, and partners, using a big picture lens to improve overall systems performance.
- **Political Acumen:** Anticipates impacts of decisions and navigates sensitive issues with sound judgment and awareness of broader implications.

## Minimum Qualifications:

In addition to the desired skill set described above, the BHS Director must meet certain standards related to their training and experience as determined by the State Department of Health Care Services. For detailed information regarding minimum qualifications, please click [here](#).

## Education Qualifications:

A Master's degree in healthcare, hospital or public administration, behavioral science, nursing, or a closely related field.

## Experience Qualifications:

Five (5) years of progressively responsible professional-level administrative/management experience with demonstrated knowledge, skills, and abilities in the management of a large or complex behavioral health, public health, or human services organization, which included:

- Interpreting/enforcing relevant laws, rules and regulations
- Responsibility for program planning and development
- Personnel administration and business operations
- Budget/fiscal administration for multi-million dollar budgets and/or contracts
- Qualifying experience must also include full-scope responsibility for managing multiple subordinate supervisors

# COMPENSATION AND BENEFITS

The salary range for the BHS Director is \$281,956.76 annually. The County also offers an attractive benefits package that includes:

## Retirement Plan

Benefit formula of 1.62% @ 65 retirement benefits under the Orange County Employees Retirement System (OCERS). New eligible employees who have reciprocal California public service time are required to choose between Plan P (1.62% @ 65) and Plan J (2.7% @ 55) retirement benefit formulas. Employees who select Plan P are eligible to participate in the County's 457 (b) Defined Contribution Plan (1.62%) and receive the County's matching contribution in a 401 (a) Defined Contribution Plan (1.62%), up to 2% of base salary.

## Retirement Reverse Pickup Contributions

County of Orange employees are subject to an additional reverse pick up percentage. This is in addition to the normal employee contribution. More information is available on the OCERS website: <http://www.ocers.org>.

## Additional Defined Contribution Plans

401 (a) plan County contributes 4% of the Executive Manager's bi-weekly salary (no employee contribution required); 457 (b) Voluntary participation.

## Optional Benefit Plan (OBP)

\$4,500 annually (pro-rated if hire or promotion occurs mid-year). Executive Managers may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, and/or 457 Defined Contribution Plan.

## Health Plan Coverage

There are currently five different plans to choose from including two Preferred Provider Organizations (PPOs) Plans and three Health Maintenance Organizations (HMOs) Plans.

## Health Reimbursement Arrangement (HRA)

Biweekly \$61.50 contribution into an HRA account to be used for reimbursements for qualified medical expenses. Funds remain the HRA account and can grow with investments.

## Employee Wellness Program

For more information visit the Employee Benefits website at: <https://hrs.oc.gov/wellness>

## Dental

Dental PPO coverage administered by Blue Shield of California. County covers 100% of premiums for the full-time Executive Manager and eligible dependents.

## Vision Coverage

At no cost. Eligible dependents can be added for an additional cost.

## Life Insurance and Accidental Death & Dismemberment (AD&D)

Basic amount of \$125,000; employee may purchase additional voluntary coverage.

## Sick Leave

During the first three years of employment, the accrual time rate will be .0347 hours of sick leave with pay for each hour of pay, which is approximately nine days annually. At the fourth year, the accrual time rate will increase to .0462 hours, which is approximately 12 days annually.

## Vacation Accrual

Initial accrual rate at .0577 hours for each hour of pay, approximately three weeks per year, up to a maximum of .0962 hours for each hour of pay, five weeks per year subject to negotiation.

## Severance Payment

In the event that at-will employment is terminated, and in addition to a payout for any accrued, unused Vacation Time, the Employee will receive a severance payment, equal to the sum of 90 calendar days of salary and the County's share of the costs of Employee's health insurance premiums.

## Auto Allowance

For at-will Executive Managers, a taxable monthly allowance of \$765.

## Salary Continuance

County will pay 60% of salary for approved applications.

## Educational and Professional Reimbursement

Up to \$10,000 per fiscal year.

## Other Benefits

Voluntary Dependent Care (DCRA) & Health Care Reimbursement Account (HCRA); Employee Assistance Program. For additional information about benefits, visit:

<https://hrs.ocgov.com/employeebenefits>.

# TO APPLY

If you are interested in this opportunity, please submit your resume and cover letter online by clicking [here](#) or [www.governmentjobs.com/careers/oc](http://www.governmentjobs.com/careers/oc).

**Open Until Filled.**

**Qualified candidates are encouraged to apply immediately.**

**First Round of Consideration: Tuesday, May 26, 2026, at 11:59pm.**

Resumes and transcripts will be screened according to the listed qualifications. Following the closing date, the most qualified candidates will be invited to phone screening interviews. The top qualified candidates will then be invited to selection interviews, tentatively scheduled for the middle of June. Candidates will be advised of their status as the recruitment progresses. For any questions, contact Espie Martinez at [esperanza.martinez@ceo.oc.gov](mailto:esperanza.martinez@ceo.oc.gov) or (714) 713-1397.

