



Behavioral Health Services (BHS) Medical Director

County of Orange,
California



THE COMMUNITY

Orange County is a desirable place to live and is one of the premier employers in the region, as well as, the third most populated county in California. At the County you will find variety, individual opportunity, job satisfaction and the pleasure of working with colleagues who are dedicated to making a difference.

Over the years, Orange County has established a reputation as an innovative leader among local governments and serves over three million people living within its 34 cities. Residents enjoy over 42 miles of pristine beaches, three major harbors, vast wilderness parks, beautiful nature preserves, and over 400 miles of riding and hiking trails. Orange County has top rated attractions from Disneyland to several major professional sports teams, a wide range of cultural arts as well as some of the highest quality public and private schools in the nation. There is no doubt that Orange County is a great place to work.

COUNTY GOVERNMENT

Orange County was officially formed in March 1889 and has continuously provided an array of services to the community. Orange County is a Charter County governed by a five-member Board of Supervisors elected to four-year terms. The Board is supported by a group of dedicated, public-spirited individuals and together, they comprise a regional service provider and planning agency committed to maximizing resources and improving the quality of life for residents in Orange County. The 18,000+ workforce in 22 departments make up the organization and strive to make Orange County a safe, healthy, and fulfilling place to live, work and play, by providing vital services to the community. The County's core businesses are public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation. The County has a total operating budget of \$9.5 billion for FY2024/25.

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.



POSITION OVERVIEW

The Medical Director for Behavioral Health Services (BHS) plays a key leadership role in overseeing the clinical functions and operational management of all behavioral health services within the county. This position is responsible for directing, planning, and coordinating psychiatric care and ensuring clinical operations meet the highest standards of care, conformance with regulatory guidelines, and effective service delivery. As a licensed physician in California, the Medical Director will oversee all aspects related to the diagnosis, treatment, and medication management for individuals receiving behavioral health care services.

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



Working Conditions:

- Full-time position with some evening or weekend work required for special meetings, conferences, and projects.
- Work in a psychiatric facility with a multi-disciplinary care team, ensuring patient safety and care standards.
- Work may require travel to various program sites or meetings within the county.

The Medical Director for BHS essential functions will include:

• Leadership and Program Management:

- Plan, direct, and coordinate psychiatric care across countywide behavioral health clinical programs.
- Supervise, review, and evaluate the work of staff members assigned to behavioral health programs.
- Provide clinical guidance and support across various areas, including psychotropic treatment, medication management, mental health care, and program evaluations.

• Policy and Standards Development:

- Formulate, develop, and implement clinical standards for children's and adult mental health programs.
- Establish and recommend service delivery plans for county-wide, regional, and specialized services.
- Develop criteria for behavioral health programs and recommend criteria for public behavioral health care agencies or facilities.

• Compliance and Regulatory Oversight:

- Review and evaluate both County-operated and contracted children/adult mental health services to ensure compliance with federal, state, and local laws, regulations, and industry standards.
- Ensure that programs adhere to state-mandated requirements for treatment, diagnosis, and medication management.

• Quality Assurance and Utilization Review:

- Direct the development, implementation, and evaluation of quality assurance and utilization review plans, ensuring the goals and programs align with the organization's strategic priorities.
- Oversee the monitoring and continuous improvement of service quality across all behavioral health services.

• Executive and Legislative Engagement:

- Prepare executive-level reports, correspondence, and other communications for various stakeholders.
- Assist in preparing presentations and reports for the Board of Supervisors and other legislative authorities.
- Represent the County at meetings, conferences, and forums with other public and private agencies, organizations, or councils.

• Strategic Projects and Special Studies:

- Lead special studies and projects as assigned by executive managers.
- Participate in the formulation of strategic initiatives to enhance the effectiveness of the Behavioral Health Services program.

• Clinical Oversight:

- As a licensed physician, provide direct oversight of the diagnosis, treatment, and prescribing of medications within the behavioral health clinical programs.
- Ensure the implementation of evidence-based practices in psychiatric care across all programs.

THE IDEAL CANDIDATE

The ideal candidate will possess a strong clinical background with at least three (3) years of progressively responsible experience as a psychiatrist, including at least one (1) year of management experience overseeing the planning, directing, and coordination of psychiatric and mental health care activities.

- **Experience:**

- Experience in directing, planning, and managing clinical programs or services, particularly in a mental health setting.
- Demonstrated knowledge of federal, state, and local laws and regulations governing behavioral health and mental health services.
- Prior experience in program development, quality assurance, and policy implementation is preferred.

- **Skills and Abilities:**

- Strong leadership and management skills, with the ability to inspire and guide staff in delivering high-quality behavioral health services.
- Expertise in psychiatric care, psychotropic treatment, mental health care, and medication management.
- Ability to evaluate clinical programs, develop and implement effective policies, and manage the clinical aspects of behavioral health programs.
- Exceptional communication skills, including the ability to prepare executive reports and deliver presentations to various stakeholders.
- Ability to work collaboratively with public and private agencies, and effectively represent the County in external meetings and conferences.
- Strong analytical and problem-solving abilities, with a commitment to continuous improvement in service delivery and care quality.

EDUCATION

Qualified candidates must possess a medical degree from an accredited institution and completion of a three-year residency in psychiatry.

LICENSING AND CERTIFICATION

Valid medical license to practice as a physician in the State of California and a certificate from the American Board of Psychiatry and Neurology in psychiatry.



COMPENSATION AND BENEFITS

The salary range for the BHS Director is \$356,512 - \$401,814 annually. Placement within the range will be based on qualifications and experience. 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.ocgov.com/page/employee-assistance-program>.

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.

Open Until Filled.

**Qualified candidates are encouraged to apply immediately.
First Round of Consideration is on Wednesday, May 14, 2025.**

Following the closing date, resumes will be screened according to the listed qualifications. The most qualified candidates will be invited to interviews. Candidates will be advised of their status as the recruitment progresses. For any questions, contact Melanie Ramos at Melanie.Ramos@ceo.oc.gov.

