

San Bernardino County

Behavioral Health Medical Director

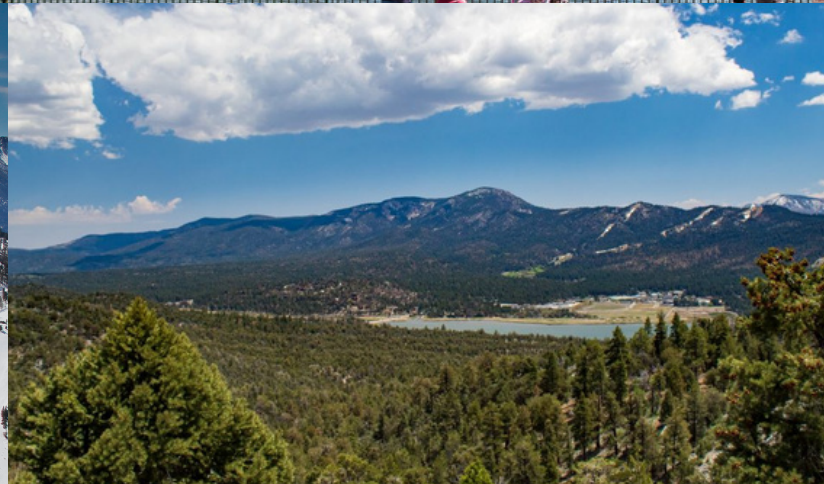
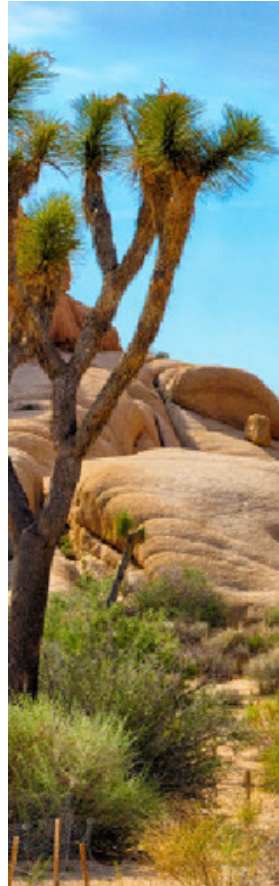


Annual Salary: \$345,716.80 – \$498,617.60 DOE/DOQ



THE COMMUNITY

San Bernardino County features a striking natural landscape, with dramatic mountains, palm-lined areas, and diverse desert vegetation. Residents and visitors alike enjoy a wide range of outdoor activities, including boating on Lake Arrowhead, exploring the vast scenery of Joshua Tree National Park, and hiking through the Mojave National Preserve. In addition to its natural appeal, the County serves as a major economic center, with industries spanning logistics, manufacturing, healthcare, and tourism. Its proximity to Los Angeles and Orange County also provides access to world-class entertainment, dining, and cultural amenities. Rich in history, the region reflects the legacy of the American West through its historic sites, museums, and cultural landmarks. Covering 20,105 square miles, the County includes 24 incorporated cities and is home to 2.2 million residents. Notably, its cost of living is approximately 20% lower than the California state average.



THE COUNTY

San Bernardino County is a diverse public service organization serving America's largest county. We are governed by an elected Board of Supervisors and dedicated to creating a community where nearly 2.2 million residents can prosper and achieve well-being as outlined in the Countywide Vision. It is comprised of 42 departments and agencies, which are staffed by more than 25,000 public service professionals who provide a wide range of vital services in the areas of public safety, health care, social services, economic and community development and revitalization, fiscal services, infrastructure, recreation and culture, and internal support. San Bernardino County's organizational culture is defined by the four pillars of value, innovation, service, and vision.



SAN BERNARDINO COUNTY GOVERNMENT

DEPARTMENT OF BEHAVIORAL HEALTH

The Department of Behavioral Health (DBH) delivers mental health and substance use disorder services to residents facing mental illness and addiction challenges. With over 1,700 staff and contracted roles and an annual budget of about \$796.7 million, DBH operates a broad network of outpatient clinics and specialized programs across the county, including in Apple Valley, Rialto, Ontario, Fontana, San Bernardino, Barstow, Victorville, and Needles. The Department provides a full continuum of care—ranging from prevention and early intervention to crisis services, outpatient treatment, and recovery support—for children, youth, adults, and older adults. It primarily serves individuals with serious mental illness, emotional disturbances, or substance use disorders, with a strong focus on those who are uninsured or enrolled in Medi-Cal. Services are delivered through county clinics, community partnerships, and contracted providers to ensure coverage across the County's vast geography. DBH is committed to improving outcomes and helping individuals and families achieve stability, health, and productivity, while promoting overall wellness, recovery, and resilience. The Department's impact has been recognized nationally, earning 14 National Association of Counties awards in 2025.





About Us

Medical Center Serving San Bernardino County

Arrowhead Regional Medical Center is a 456-bed university-affiliated teaching hospital licensed by the State of California Department of Public Health, operated by San Bernardino County, and governed by the Board of Supervisors.

The Department of Behavioral Health for San Bernardino County collaborates under an agreement with the Behavioral Health Center at Arrowhead Regional Medical Center. Located on the campus of Arrowhead Regional Medical Center, the Behavioral Health Center provides psychiatric emergency and inpatient psychiatric treatment services for the assessment and treatment of acute psychiatric emergencies and mental health issues. The Behavioral Health program is comprised of four units with 90 licensed beds. Patients are evaluated in a secure, safe environment and treated by an interdisciplinary team of psychiatrists, clinical therapists, nurses, and occupational therapists whose goal is to help patients lead more healthful and productive lives.



Adolescent Behavioral Health Unit

Introducing ARMC's new Adolescent Behavioral Health Unit, which includes the first adolescent behavioral health emergency room in California. The facility also offers a variety of inpatient therapy groups to promote a comprehensive approach to healing for adolescents (ages 13 – 17) in need.

Click the below video to learn more.



The Heart of a Healthy Community

THE POSITION

The Behavioral Health Medical Director: plans, organizes, directs, supervises, and coordinates medical services provided by the Department of Behavioral Health.

This position serves as the Chief Medical Officer of the Department of Behavioral Health and is responsible for the quality of all psychiatric medical services provided by the Department of Behavioral Health, including contracted medical services. This position reports administratively to the Director of Behavioral Health and responsibilities will include: administering all department programs for the diagnosis, treatment and prevention of mental illness and substance abuse and establishing policy and guidelines subject to state laws and regulations.

Examples of Duties:

Duties may include, but are not limited to, the following:

- Supervises and evaluates Medical Services staff, including County and contract physicians and nursing staff; coordinates staffing and personnel decisions; provides orientation; reviews credentials; handles disciplinary actions, including termination.
- As a member of the Department's executive management team, participates in the development of department-wide programs, policies, budgets, goals and objectives.
- Oversees the delivery of the department's psychiatric and addiction medicine medical services; develops and implements policies and procedures for the delivery of medical services in accordance with applicable laws and regulations.
- Serves as liaison and coordinates services with Arrowhead Regional Medical Center Behavioral Health unit and fee-for-service hospitals; chairs Medical Services staff meetings. Works with members of various advisory boards and committees concerning Medical Services and program needs.
- Oversees the delivery of psychiatric care to all patients, including appropriate evaluations, diagnoses, treatment, medical screening, and medications. Provides medical guidance to professional staff and may provide direct psychiatric services as needed.
- Oversees the Medical Services budgetary items, which include facilitating allocations for pharmaceuticals, laboratory services, ambulance services, medical equipment, and recommendations for salaries for department physicians.
- Participates in quality assurance and compliance processes to ensure the quality of treatment and related services; reviews medical necessity of patient services and processes different levels of related patient appeals such as those related to eligibility for services, medical reimbursement, and appropriate diagnosis.
- Responsible for coordinating psychological autopsies and/or case reviews as necessary to improve service delivery.
- Provides clinical and administrative supervision of medical students on rotation for training.
- Provides vacation and temporary relief as required.

THE IDEAL CANDIDATE

The ideal candidate is a visionary and strategic leader with a track record of successfully guiding complex organizations through transformation. They bring strong planning and leadership capabilities, with the ability to evaluate systems, identify opportunities for improvement, and implement solutions that produce measurable results. This individual is a confident, data-driven decision-maker who demonstrates sound judgment, effectively manages competing priorities, and serves as a trusted advisor to executive leadership. Collaboration is essential—this leader excels at building meaningful partnerships across departments, agencies, and community stakeholders, and understands how to engage others with purpose. They are also a skilled communicator, able to translate complex concepts into clear, accessible messaging for diverse audiences while promoting transparency and data-sharing. With a strong commitment to outcomes, accountability, and continuous improvement, they will empower teams, strengthen organizational performance, and cultivate a culture rooted in collaboration and trust. A problem-solving mindset, strategic foresight, and openness to new ideas are critical, along with a genuine commitment to serving vulnerable populations. Experience in behavioral health systems—including substance use disorder services, Care Court/CARE Act initiatives, and long-term care—is highly desirable.



Behavioral Health

CANDIDATE EDUCATION AND EXPERIENCE REQUIREMENTS

Candidates possessing an equivalent combination of relevant education and experience will be considered:

EDUCATION:

Medical Doctor degree from an accredited college or university, including completion of a residency in Psychiatry.

EXPERIENCE:

Six years of post-residency experience in the practice of clinical medicine with two years of supervisory, managerial or administrative responsibilities provided in a healthcare setting.

LICENSE AND CERTIFICATION

Must be a licensed physician in the State of California and possess a valid Drug Enforcement Administration Registration Certificate.

Must be certified as a Diplomate of the American Board of Psychiatry and Neurology.

HOW TO APPLY

This is an open and continuous recruitment that may close without notice, at any time. Please apply now for immediate consideration.

Submit Cover Letter and Resume:

Craig W. Southerland

Public Service Search

(619) 393-9508

csoutherland@publicservicesearch.com



PUBLIC SERVICE
Search and Consulting

San Bernardino County is an equal employment opportunity employer



BENEFITS

- County pension (www.sbcera.org/) vested after five years of service
- Retirement Reciprocity with CalPERS, CalSTRS, and 1937 ACT plans
- 401(k) Defined Contribution Plan with 2 for 1 match, up to 8% of the base salary
- 457(b) Deferred Compensation Plan with County contribution 1 times employee contribution, up to 1%
- Retirement Medical Trust (RMT) with County Contribution (based on service hours)
- Medical and Dental Insurance for the employee and eligible family members with premium subsidies
- County paid Vision Insurance for the employee and eligible family members
- FSA pre-tax account for qualified health care expenses with up to \$40 County match per pay period
- 15 paid holidays (Includes one paid floating holiday with Traditional Benefits Package)
80 hours of administrative leave with cash out option
- Traditional Leaves Package with up to 160 hours of vacation accruals annually (based on service hours) with cash out option and paid sick leave with unlimited accrual
- Modified Benefits Package with up to 200 hours of Paid Time Off (PTO) accruals annually (based on service hours) with annual cash out option for up to 160 hours
- Tuition Loan Repayment up to \$10,000 for eligible loans
- County paid basic life insurance with voluntary supplemental life insurance options including accidental death and dismemberment
- County paid short-term and long-term disability benefits
- Portable Communication Device Allowance and Automobile Allowance

[CLICK HERE FOR MORE BENEFITS INFORMATION](#)