Opportunity Description
Commissioner of Mental Health Services

Tompkins County Personnel
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Apply on-line at
https://www.tompkinscivilservice.org/civilservice/apply/2021

Tompkins County is centrally located within the Finger Lakes Region of Upstate New York and serves as an employment center and economic indicator for the Upstate New York region. The County features a strong human services sector, local medical center, transportation network, regional airport, three state parks and three major institutions of higher learning. Ithaca, the county seat of Tompkins County, is the epitome of a small town with a metropolitan flair. Tompkins County boasts a culturally, economically and uniquely politically active population of about 105,000 residents. Ithaca is host to an abundance of restaurants, theatre, arts, shopping, cultural and recreational activities reflective of our diverse population.

We are seeking a visionary -- collaborative, inspirational, ethically motivated, and fiscally adept Commissioner of Mental Health Services to aid Tompkins County in accomplishing its mission of collectively meeting the needs of our residents and communities and to realize the Legislature's and Mental Health Board's articulated vision. The County government performs those functions not provided as well by individuals, the private sector, other levels of government, or the not-for-profit sector. County activities are designed to protect and enhance the lives of the County's diverse residents and communities in ways that are compassionate, ethical and creative within the limits of what residents financially support.

The incumbent will serve as the leader of a department of approximately 70 professionals and support staff. The Commissioner will serve as an advocate for the needs and interests of consumers of the services of the Mental Health Department – in the areas of Mental Health, Developmental Disabilities, and Substance Abuse. As the Commissioner of Mental Health Services, you will:

- Establish trust, maintain open communication channels, and facilitate the decision-making process between your department and County Administration.
- Become a proactive and collaborative leader that inspires and demonstrates organizational commitment to county residents.
- In collaboration with the department's division heads and County Administration, you will manage an annual operating budget of over 10.3 million dollars, including local and state funding as well as revenues generated for clinical services provided.
- Collaboratively develop, implement and sustain (based upon best practices), internally and externally transparent:

    - Standardized organizational mental health service delivery practices that leverage and align the subject matter expertise of the departmental objectives of the county and clearly communicate rationale for organizational decision making to County Administration.
    - Fiscal management systems that balance service delivery with costs to the taxpayer.
    - Informative and collaborative relationships with citizens that will not only clearly articulate mental health service benefits to citizens but will engage stakeholders in conversations that will aid in the legislature in their decision making process.
    - Long-term accountability and evaluation processes (Corporate Compliance) that effectively builds the public's trust in the usage of public funds and require continual policy review for optimal sustainable departmental performance.
    - Sustainable organizational trust initiatives that seek to encourage collaborative and mutually beneficial communication and decision making between staff and management.

CORE COMPETENCIES

STRATEGIC
You know how to drive organizational change in order to create a new service delivery model.
You possess the ability to maneuver through a complex public environment.
You have a vision and strategic plan for achieving it.

OPERATING
You are responsive
Possess project management skills
Aware of the need for continuous monitoring and improvement

DELEGATION
You know how to develop your direct reports
Have the ability to delegate, manage and measure
Possess a professional composure

MANAGERIAL
You possess managerial courage and know how and when to exercise it
You have solid decision making skills and are able to make bold decisions
You have the ability to communicate effectively
You have the ability to lead as demonstrated by your past performance.

INTERPERSONAL SKILLS
You have the ability to manage diverse relationships and build effective teams.
You know how to lead and manage with vision and purpose
You develop and maintain productive relationships.

As our ideal candidate:

- You will have played a substantial role in actively engaging and influencing all levels of a major department in implementing organizational culture transformation strategies.

- Your written and verbal communication skills have been cited as persuasive and effective in building bridges and consensus with key decision making stakeholders. You are skilled at leveraging organizational leadership expertise in advocating and articulating the rationale for sometimes unpopular or controversial decisions regarding fiscal resources and service provision related matters.

- You have successfully articulated the rationale for, managed, and innovatively guided the adoption of a departmental budget in excess of $10 million dollars, in collaboration with various elected and civil service appointed stakeholders.

- You have served as the organizational leader for diversity and inclusion and have accomplishments that indicate a thorough understanding and commitment to recruitment and retention policies, workplace culture initiatives and the sustainment of policies, systems and workplace norms that have promoted diversity and furthered inclusion.

- Your career accomplishments, dynamic leadership skills and application of public policy knowledge strategically point to your ability to obtain bi-partisan support in the attainment of support that is mutually beneficial to both client and organizational goals.

- You realize the importance of showcasing your qualifying degree program as well as a minimum of five years of progressively responsible clinical and/or administrative experience in a governmental, private, not-for-profit or proprietary program providing services for people who have a diagnosis of mental illness, developmental disabilities, or substance abuse. At least two of the five years of experience must have been in an administrative capacity in which you were responsible for the overall direction and control of an identifiable organizational unit or program.

- You are dedicated to excellence in local government and have a firm grasp on today's public sector trends. This provides you with a keen understanding of the dynamics that impact and threaten public sector success. You are able to demonstrate strong analytical skills required for strategic decision-making as it relates to the management of a large governmental department. You should be able to demonstrate a solid understanding of how New York State and federal budgets interface with county budgets as it relates to the field of mental health service provision.

- You have shown compassion in your work dealing with individuals who use or have used mental health services, developmental disability services, and substance abuse services and their family members who compose these most vulnerable populations. You understand and have a commitment to the idea that recovery and community living is possible.

- You have worked collaboratively with a variety of community groups and not-for profits to provide programs of the highest quality to enable individuals to lives the best lives possible.

Are you the ideal candidate for this position? Are you looking for an opportunity to make a difference with a values-based inclusive organization where all employees are accountable for supporting the County's mission and are rewarded for excellence? The recruitment period will end March 27, 2015.

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Our preferred candidate will be provided with relocation assistance, a salary package in the range of $99,590 to $108,202, New York State retirement, and a full fringe benefits package. As a Public Officer; you must be a citizen of the United States (either natural born or naturalized) and you must become a resident of Tompkins County within a reasonable period of time following appointment. Visa sponsorship is not available for this opportunity and eligibility to work in the United States is not acceptable. You must be a United States citizen.

Tompkins County is an Equal Opportunity Employer committed to promoting diversity and furthering inclusion in our community.

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