

Director – Adult and Older Adult System of Care



The San Francisco Department of Public Health (SFPDH) is seeking a dynamic and strategic leader to serve as the Director, Adult and Older Adult System of Care. This critical role, reporting directly to the Director of Systems of Care (SOC) within Behavioral Health Services (BHS), will be responsible for leading the behavioral health service delivery for adults and older adults, encompassing both mental health and substance use disorder services, overseeing an expansive system of care that includes approximately 180 staff across 17 civil service clinics and programs with an annual budget of \$150 million. This role requires strategic vision and operational expertise to ensure the delivery of high-quality, accessible, and culturally responsive services. The Director will work collaboratively with BHS, Community Based Organizations (CBOs), and contracted private providers, while also fostering strong partnerships with SFPDH divisions, SF Health Network, hospitals, ambulatory care services, the Mayor's Office, and other City agencies to support the clinical efforts of Mental Health SF.

About the City and County of San Francisco

The City and County of San Francisco, the heart of Northern California, is renowned for its vibrant mix of diverse communities and cultural attractions set against the backdrop of breathtaking natural scenery. Located on the picturesque West Coast of the United States, San Francisco offers a unique blend of urban sophistication and natural beauty, making it one of the most cosmopolitan cities in the world. Known for its iconic landmarks like the Golden Gate Bridge, Alcatraz Island, and its historic cable cars, San Francisco offers a vibrant and diverse urban environment. The city has a population of over 880,000 residents and attracts more than 25 million visitors annually. Its unique blend of natural beauty, cultural richness, and economic vitality make it a desirable place to live and work. San Francisco is the only city in California with a consolidated city and county government, which enhances the efficiency and coordination of its public services.

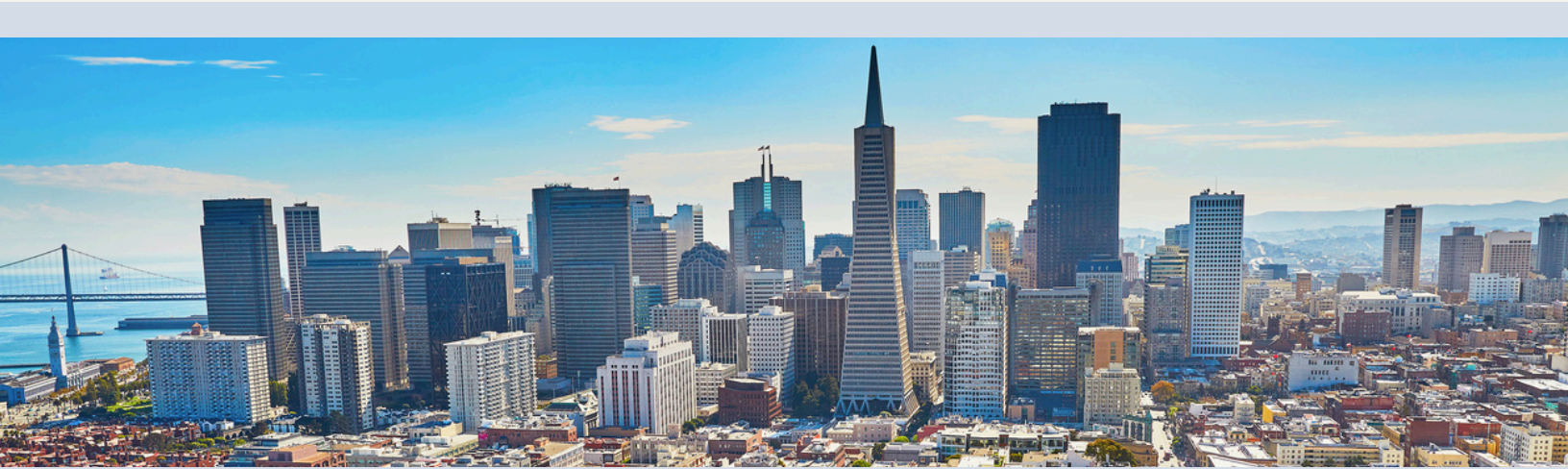


About the San Francisco Department of Public Health

The San Francisco Department of Public Health (SFDPH) works to protect and promote the health of all San Franciscans. With 8,000 employees and a \$2.4 billion budget, SFDPH operates through two main divisions: the San Francisco Health Network and Population Health. The San Francisco Health Network provides care through Zuckerberg San Francisco General Hospital, Laguna Honda Hospital, 14 clinics, and partnerships with 55 community organizations, offering inpatient, outpatient, emergency, and psychiatric services. The Population Health division focuses on disease prevention, health promotion, environmental health, and emergency preparedness. It works with community-based organizations and city agencies to address health disparities and advance health equity, especially in underserved neighborhoods. SFDPH also leads mental health and substance use initiatives, supporting programs like Mental Health SF and overdose prevention efforts, ensuring culturally responsive care and community well-being. Through collaboration and data-driven strategies, SFDPH remains committed to building a healthier, more equitable San Francisco.

About the Position

Under the direction of Behavioral Health Services' Director of Systems of Care, the Director of Adult Older and Older Adults sets the vision and leads the delivery of behavioral health services for adults and older adults. This role oversees mental health and substance use disorder services provided by BHS, Community-Based Organizations (CBOs), and contracted private providers. The Director is responsible for strategic program planning, staff supervision, budget management, fund development, labor relations, and clinical operations, while ensuring collaboration with system partners such as the San Francisco Department of Public Health (SFDPH), CBOs, hospitals, the Mayor's Office, and other City departments. The Director also plays a key role in coordinating clinical efforts related to Mental Health SF and advancing equitable, high-quality care.



Key Responsibilities:

- Provide administrative oversight and clinical leadership for all Adult and Older Adult programs and services.
- Inspire, manage, and develop managers and staff by monitoring performance and offering coaching to maximize their potential.
- Develop and implement policies and procedures to ensure compliance with local, state, and federal regulations, translating regulatory requirements into clinical practice.
- Collaborate with SFDPH, SF Health Network, hospitals, ambulatory care, and BHS leadership, while fostering partnerships with community members and government agencies.
- Guide practice improvement strategies within the A/OA system of care, promoting best practices and quality improvement initiatives.
- Oversee program evaluation and data-driven efforts to advance anti-racist practices, racial justice, and behavioral health equity.
- Ensure culturally competent care by aligning services with clients' health beliefs, practices, and language preferences.

Ideal Candidate

- Demonstrated success in driving positive change through process improvement, leveraging data and metrics to inform decisions.
- Skilled at collaborating across diverse departments and levels, fostering strong interdepartmental and cross-functional relationships.
- A results-oriented and innovative problem solver with a proven history of expanding access to care and enhancing patient experience and health outcomes in outpatient behavioral health settings.
- Deeply committed to advancing health equity and reducing health disparities.



Education/Experience Requirement

- **License:** Possession of a valid license in one (1) of the following areas: Licensed Clinical Social Worker (LCSW) OR Licensed Professional Clinical Counselor (LPCC) OR Licensed Marriage and Family Therapist (LMFT) issued by the California Board of Behavioral Sciences, OR Licensed Psychologist issued by the California Board of Psychology, OR Doctor of Medicine license issued by the Medical Board of California AND a valid Drug Enforcement Administration registration with the United States Department of Justice, OR Doctor of Osteopathy license issued by the Osteopathic Medical Board of California AND a valid Drug Enforcement Administration registration with the United States Department of Justice;

AND

- **Experience:** Five (5) years of professional experience in a behavioral health setting, of which at least three (3) years must include supervising health care professionals.

Compensation and Benefits

\$176,878 – \$225,758 Annually

Retirement: The San Francisco Employees' Retirement System (SFERS) administers two benefit programs for active and retired members: a Pension Plan (defined benefit plan) and a 457(b) Deferred Compensation Plan (defined compensation plan).

- For more information on SFERS, click [here](#).

Health Benefits: City and County of San Francisco employees can choose from Health Net CanopyCare HMO, Blue Shield of California Access+ HMO, Blue Shield of California Trio HMO, Kaiser Permanente HMO or Blue Shield of California PPO health plans.

- **Dental Benefits:** City & County of San Francisco employees have three dental plans to choose from: Delta Dental PPO, DeltaCare USA DHMO or UnitedHealthcare Dental DHMO.
- **Vision Benefits:** All SFHSS members and their dependents who are enrolled in an SFHSS medical plan are automatically enrolled in the VSP Basic Plan at no additional cost. We also offer an enhanced plan called the VSP Premier Plan at an additional cost based on the number of members enrolled in coverage.

Paid Time Off: 12 paid holidays, vacation leave accrual and additional management leave annually, an additional 5 floating days per year, and sick leave accruals.

Additional Benefits: Additional benefits range from Life and Disability insurance, which comes with different union memberships, Flexible Spending Accounts (FSAs), which allow you to spend pre-tax dollars on health expenses and/or child or elder care, the Employee Assistance Program (EAP), which provides counseling and other mental health services to employees, and a Surrogacy and Adoption Assistance Plan.

For a complete list of benefits, click [here](#)

How to Apply



Application Deadline: Candidates must apply by April 14th, 2025 for first consideration.

[APPLY HERE](#)

If you'd like to learn more, be considered for future roles, or refer qualified individuals, please contact:

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