



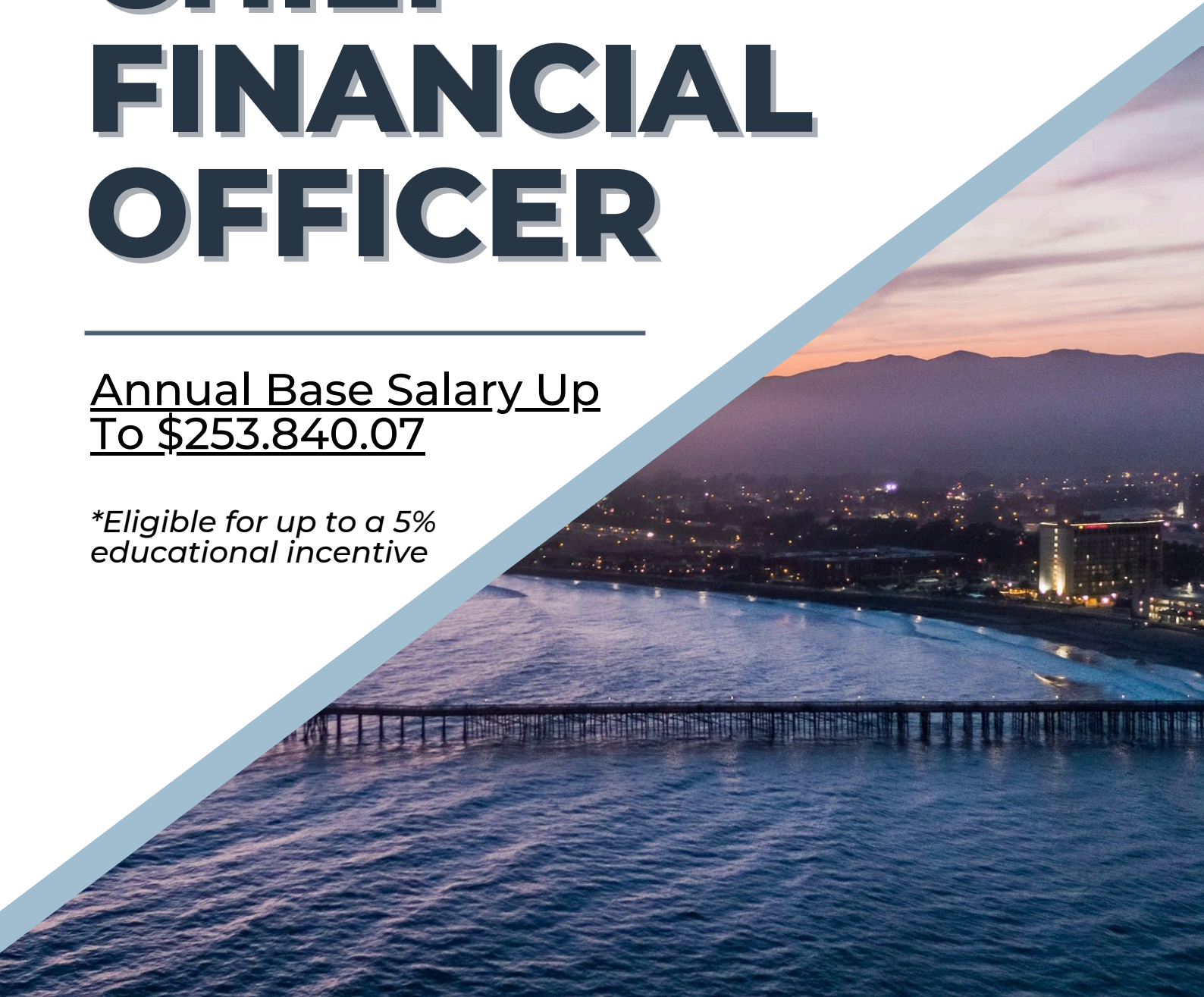
COUNTY of VENTURA

Invites Applications for

BEHAVIORAL HEALTH CHIEF FINANCIAL OFFICER

Annual Base Salary Up
To \$253,840.07

**Eligible for up to a 5%
educational incentive*



WHAT WE OFFER

The County of Ventura offers an attractive compensation and benefits package. The salary range for this position is \$181,296.56 - \$253,840.07 Annually. The employee appointed to this position will also be eligible for the following:

Educational Incentive - An educational incentive for completion of 2.5% for an associate degree, 3.5% for a bachelor's degree, OR 5% for a graduate degree.

Bilingual Incentive - Eligibility based upon operational needs and certification skill

Executive Annual Leave - 248 hours per year, 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service. Credit for prior public service may be considered.

Annual Leave Redemption - Redeem up to 100 hours of Annual Leave per year accrued in the same year after using 80 hours within the prior 12 months.

Deferred Compensation - Participation in 401(k) Shared Savings Plan and/or the Section 457 Plan with up to a 3% match on your 401(k) contributions. Annually in the third pay period of each year, employees eligible under Sec.1907 of the Management Resolution will receive two percent (2%) of their annualized compensation as a contribution towards their 401(k) account.

Health Insurance Plans - Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to \$26,626.86 annually.

Flexible Spending Accounts - Increase your spending power by reimbursement with pre-taxed dollars for IRS-approved dependent care and health care expenses.

Pension Plan - Both the County and employees contribute to the County's Retirement Plan and to Social Security. If eligible, reciprocity may be established with other public retirement systems, such as PERS.

Holidays - 13 paid days per year including one annual floating holiday.

Additional Benefits - County-paid membership in professional organizations related to position, Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, and Wellness Program.

BEHAVIORAL HEALTH DEPARTMENT OVERVIEW

The Ventura County Behavioral Health (VCBH) Department is a vital division of the County of Ventura Health Care Agency (HCA), serving as an integrated component of the County's comprehensive public health system. VCBH provides essential mental health and substance use treatment services to individuals and families throughout Ventura County and plays a critical role in advancing community wellness and crisis response. VCBH also functions as the county Behavioral Health Plan (BHP), a specialty Medi-Cal managed care plan, designated by the California Department of Health Care Services (DHCS).

The VCBH Access/Crisis Line serves as the primary entry point for all Ventura County Behavioral Health services and is available 24 hours a day, 7 days a week. Through this line, individuals seeking behavioral health services or experiencing a mental health crisis can access immediate support. Services are available for individuals and families in crisis, those considering suicide, and those struggling with mental illness, substance use, or co-occurring conditions.

As part of the broader Ventura County Health Care Agency, VCBH contributes to a robust, community-based healthcare system that includes award-winning hospitals, an Ambulatory Care clinic network, Behavioral Health and Public Health departments, and a comprehensive Health Care Plan for County employees. Together, we take pride in delivering accessible, compassionate, and high-quality healthcare services to all members of our diverse community.

MISSION

Envision a community where our diverse residents are respected and empowered so those impacted by mental health and substance use can heal, thrive, and lead a healthy, engaged life.

VISION

Committed to reducing stigma and discrimination. We promote wellness through a whole-person care approach where clients and families are empowered by appropriate, accessible, timely, culturally responsive, and collaborative behavioral health services.

VALUES

Respect, Equity, Integrity, Compassion, Collaboration, and Quality

THE POSITION

Under general direction, the Behavioral Health Chief Financial Officer provides strategic leadership, oversight, and management all financial operations supporting VCBH including the financial oversight related to the department's role as the Behavioral Health Plan (BHP), a specialty managed care plan, as designated by the California Department of Health Care Services (DHCS). This position is responsible for ensuring the financial integrity, regulatory compliance, and fiscal sustainability of behavioral health services provided throughout VCBH.

VCBH delivers a coordinated system of specialty mental health and substance use treatment services and is committed to excellence through evidence-based best practices, consumer-driven care, and culturally competent service delivery. The Chief Financial Officer plays a critical role in advancing this mission by providing high-level financial leadership that supports quality service delivery, operational efficiency, and long-term strategic planning.

This position oversees the Department's fiscal activities, including accounting, auditing, budgeting, risk management, revenue maximization, cost allocation, financial forecasting, and regulatory reporting. The incumbent is responsible for ensuring the maximum recovery of revenue for services rendered, proper stewardship and distribution of public funds, and compliance with applicable local, State, and Federal fiscal requirements, including Medi-Cal /Medicaid and other contract obligations. It has one (1) direct report which is the Administrative & Financial Operations Chief with a budget of approximately \$350 million.



In addition to direct fiscal oversight, the Chief Financial Officer provides executive support to the BHP through the Managed Care Operations (MCO) Division, which is accountable to the VCBH Director. The MCO Division is responsible for monitoring the quality of behavioral health services provided to Medi-Cal beneficiaries and ensuring compliance with contractual requirements and relevant Federal and State regulations. The Chief Financial Officer collaborates closely with all departmental leadership to align financial strategy with program goals and regulatory mandates.

The position also leads complex financial analyses, assessments, and forecasting efforts, providing sound recommendations that inform executive decision-making, support new business opportunities, and enhance organizational performance. This role serves as a key strategic partner to department heads and leadership teams in achieving the agency's financial objectives and advancing the mission. To learn about VCBH's strategic plans go to: <https://hca.venturacounty.gov/behavioral-health/about-vcbh/>

THE SUCCESSFUL CANDIDATE

The successful candidate for the Behavioral Health Chief Financial Officer role will be a strategic, forward-thinking finance executive and a key member of the executive leadership team, helping shape the financial direction of one of the County's most complex and integrated health systems. Operating within a \$350 million environment and a diverse portfolio of clinical, managed care, and community-based services, this leader must effectively balance long-range strategic planning with disciplined operational execution in a highly regulated and publicly accountable public-sector setting.

This executive will be expected to lead several critical priorities, including:

- **Financial Strategy and Long-Term Sustainability** – Lead multi-year financial planning efforts that align with policy changes, reimbursement trends, and cost pressures to ensure long-term financial resilience across the integrated health system.
- **Financial Modernization and Advancement** – Strengthen cost accounting capabilities and advance the modernization of financial and operational systems to improve reporting precision, transparency, and executive decision support.
- **Operational Transparency and Performance Accountability** – Implement robust reporting frameworks that provide actionable insights at the service-line and program level while promoting shared ownership of financial performance across divisions.
- **Leadership and Development** – Lead, mentor, and develop a team of finance professionals, reinforcing alignment, accountability, and executive-level financial stewardship throughout the organization.
- **County and Executive Partnership** – Serve as a trusted financial advisor within County governance structures by strengthening relationships with executive leadership and governing bodies and clearly communicating complex financial strategies in a public-sector environment.

This classification is exempt from Civil Service.

TYPICAL QUALIFICATIONS

EDUCATION, TRAINING, and EXPERIENCE

Extensive education, training, and experience that demonstrates possession of the required knowledge, skills, and abilities. These can also be obtained by completion of:

- **Bachelor's degree from an accredited college or university in accounting, finance, business administration, or a related field AND five (5) years of professional accounting, auditing, or financial management experience which included supervisory/management responsibilities over unit/division operations.**

Desired:

- **A Master's degree in accounting, finance, business administration, health care services administration, or a related field**
- **Experience with program development, project management, and/or financial administration in a hospital or other health care environment**

TYPICAL DUTIES

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

- Provide executive leadership and strategic oversight for all financial operations within Ventura County Behavioral Health, including budgeting, accounting, financial reporting, revenue management, capital planning, and fiscal compliance activities.
- Lead fiscally responsible and mission-aligned resource planning by integrating equity-focused budgeting principles and assessment tools into financial strategies, funding recommendations, and allocation decisions.
- Direct the preparation, implementation, and ongoing management of annual operating and capital budgets, ensuring consistency with County policies, financial controls, and governance standards.



- Develop and maintain long-term financial forecasts, trend analyses, and scenario-based models to support strategic planning and informed executive decision-making.
- Monitor departmental revenues, expenditures, and overall fiscal performance to ensure sound financial management, transparency, and accountability across all programs and divisions.
- Ensure compliance with all applicable local, State, and Federal fiscal regulations, including reimbursement requirements related to Medical, Medicare, CMS, Behavioral Health Services Act, and other public funding sources.
- Oversee revenue cycle functions and financial service operations to support accurate billing, timely reimbursement, and optimization of revenue recovery.
- Provide advanced financial analysis, forecasting, and modeling to support labor negotiations, workforce planning efforts, and cost management initiatives.
- Partner closely with the Health Care Agency, County Executive Office, Auditor-Controller, Treasurer-Tax Collector, Information Technology Services, and other County departments to ensure coordinated and efficient financial operations.
- Prepare and present complex financial reports, forecasts, and recommendations to executive leadership, governing bodies, and the Board of Supervisors.
- Build, lead, mentor, and evaluate finance leadership and professional staff to foster a high-performing team culture grounded in accountability, collaboration, and continuous improvement.

RECRUITMENT PROCESS

To apply for this exciting leadership position please send a **resume and cover letter** which illustrates your professional public sector health care experience. Include details related to your experience:

- Your experience with financial administration in a hospital, behavioral health, health plan, or other healthcare setting, program development and project management.
- Any additional experience that demonstrates your ability to lead complex financial operations in a highly regulated public healthcare or human services environment.
- Examples of your experience in financial planning, fiscal oversight, auditing, compliance, budgeting, and reporting, particularly if you have experience within a public-sector environment if applicable.
- Accomplishments that reflect the necessary leadership and collaboration to take the organization to an enhanced level of efficiency and service.
- Developing and mentoring future leaders.

Please submit one of the following ways:

- Submit an online application at <https://hr.venturacounty.gov/jobs> and attach your current resume, cover letter and any additional materials for consideration.
- Email your current resume and cover letter to: lorin.calderon@venturacounty.gov

This is a continuous recruitment and may close at any time; therefore, apply as soon as possible if you are interested in it. **Beginning April 24, 2026, resumes** will be reviewed weekly to determine if the stated requirements are met. All relevant work experience, training, and education needs to be included to determine eligibility. Submissions that contain insufficient information may not advance in the process.

Following a structured evaluation of the resumes, the most qualified candidates will be invited to a panel interview. The top candidates, as determined by the panel, will then be invited to a second interview with County executive management. The interviews may be consolidated into one process or expanded into multiple interviews contingent upon the size of the candidate pool.

Background Investigation

The selected candidate may be subjected to a thorough background investigation which may include inquiry into past employment, education, criminal background information, and driving record. In addition, the successful candidate may be subjected to Live Scan fingerprinting.

Equal Employment Opportunity

The County of Ventura is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

For further information about this recruitment, please contact Lorin Calderon at lorin.calderon@venturacounty.gov or (805) 654-2959.

