

OUTSTANDING OPPORTUNITY TO SERVE THE CITIZENS OF

BROWARD COUNTY, FLORIDA

AS

DIRECTOR OF BROWARD ADDICTION RECOVERY





Introduction

Slavin Management Consultants has been retained by Broward County, Florida to assist in the recruitment, hiring, and orientation of a new Director of Broward Addiction Recovery. This profile has been developed after consultation with appropriate County staff including the Director of Human Services. The County is unified in its objective to hire a highly-qualified professional based on the interpersonal and professional qualities and skills desired for the position.

Broward County

Bordering southeast Florida's Atlantic coastline, Broward County is the eighteenth largest county in the nation and the second largest in the State of Florida. It is located between Palm Beach and Miami-Dade Counties, forming the center of South Florida's largest metropolitan area in which 5.6 million people reside. Within the County's 1,220 square miles are 31 municipalities, the largest of which is the County seat, Fort Lauderdale. Nearly two-thirds of the County is part of the undeveloped Everglades conservation area. Broward County boasts more than 23 miles of pristine Atlantic coastline, and its beaches attract both the local population and tourists from around the world. With an average year-round temperature of 77 degrees, Broward County has a tropical climate and is a choice destination for over ten million visitors every year.

Broward County's warm climate, ethnic and racial diversity, expanding economy, myriad of housing options, excellent schools, state-of-the-art healthcare, and advanced transportation system afford its residents an exceptional quality of life. Broward offers world-famous fine dining, theater, nightlife, and

shopping venues as well as an abundance of recreational activities like golf, deep sea fishing, boating and unlimited opportunities for fun on the beach. The state's second largest public school district serves Broward County, providing excellent primary and secondary education. In addition, there are many prestigious local and regional colleges and universities offering excellent higher education opportunities.

The Fort Lauderdale-Hollywood International Airport is a part of Broward County, and most major cruise lines operate out of the Broward County Port Everglades facility. Among Broward's abundant retail shopping options is Sawgrass Mills, one of Florida's largest shopping malls. For the sports enthusiast, Broward is home to the NHL's Florida Panthers while other major sports teams like the Miami Heat, the Miami Marlins, and the Miami Dolphins, are just a short drive away.



The Broward County Government

Broward County is governed by a nine-member Board of County Commissioners (BOCC). Commissioners are elected by district in partisan elections to four-year staggered terms. The County Mayor and Vice Mayor are annually elected by the BOCC. The BOCC appoints a professionally qualified County Administrator, a County Attorney and a County Auditor. Broward County voters also elect a Supervisor of Elections, a Property Appraiser and a Sheriff. These constitutional officers manage their own agencies but rely on the BOCC for funding. All other County functions fall under the responsibility of the BOCC and are managed by the County Administrator. The County currently employs approximately 5,200 FTEs under the County Administrator and its FY 2017 budget is approximately \$4.6B. Broward County central administrative offices are located in the heart of downtown Fort Lauderdale within walking distance of the Broward Center for the Performing Arts, the Museum of Art, the Museum of Discovery and Science, highly acclaimed restaurants and other entertainment opportunities.

The Department of Human Services

The Broward County Human Services Department contains the following divisions: Administration, Broward Addiction Recovery, Community Partnerships, Elderly and Veterans and Family Services. The Department is headed by the Director of Human Services. The Department has developed partnerships with public and private sector agencies which comprise a network which provides assistance in an integrated, comprehensive, community-based, and consumer-directed manner. All services that are provided by Human Services are available to Broward County residents that are uninsured, underinsured, struggling due to a catastrophic event or that otherwise meet specified program requirements. Self-reliance is the goal of helping people get back on their feet. A guiding principle is that when a resident has access, information, education and economic stability, he or she is more productive and can contribute to and participate productively in the community.

Mission:

To enhance the quality of life for Broward County residents through innovative and integrated health and human services programs.

Further, the Broward County Board of County Commissioners has demonstrated a longstanding commitment to the well-being of our community residents. The Board's Vision and Goals recognize an obligation to respond to the needs of our most vulnerable citizens.

Vision:

Social Safety Net: An Accessible, Collaborative Approach to Health and Human Services.

Goals:

Goal (1): Support a service delivery system that promotes self-sufficiency and well being.

Goal (2): Coordinate and maintain quality accessible health and human services in collaboration with public and private partners.

The Broward Addiction Recovery Center

The Broward County Addiction Recovery Center (BARC), along with its partnering public and private sectors agencies, provides a comprehensive array of addiction recovery services to Broward County residents over the age of 18 who are affected by substance abuse and/or co-occurring disorders and who are uninsured, under insured, struggling due to a catastrophic event or who otherwise meet specified program requirements.



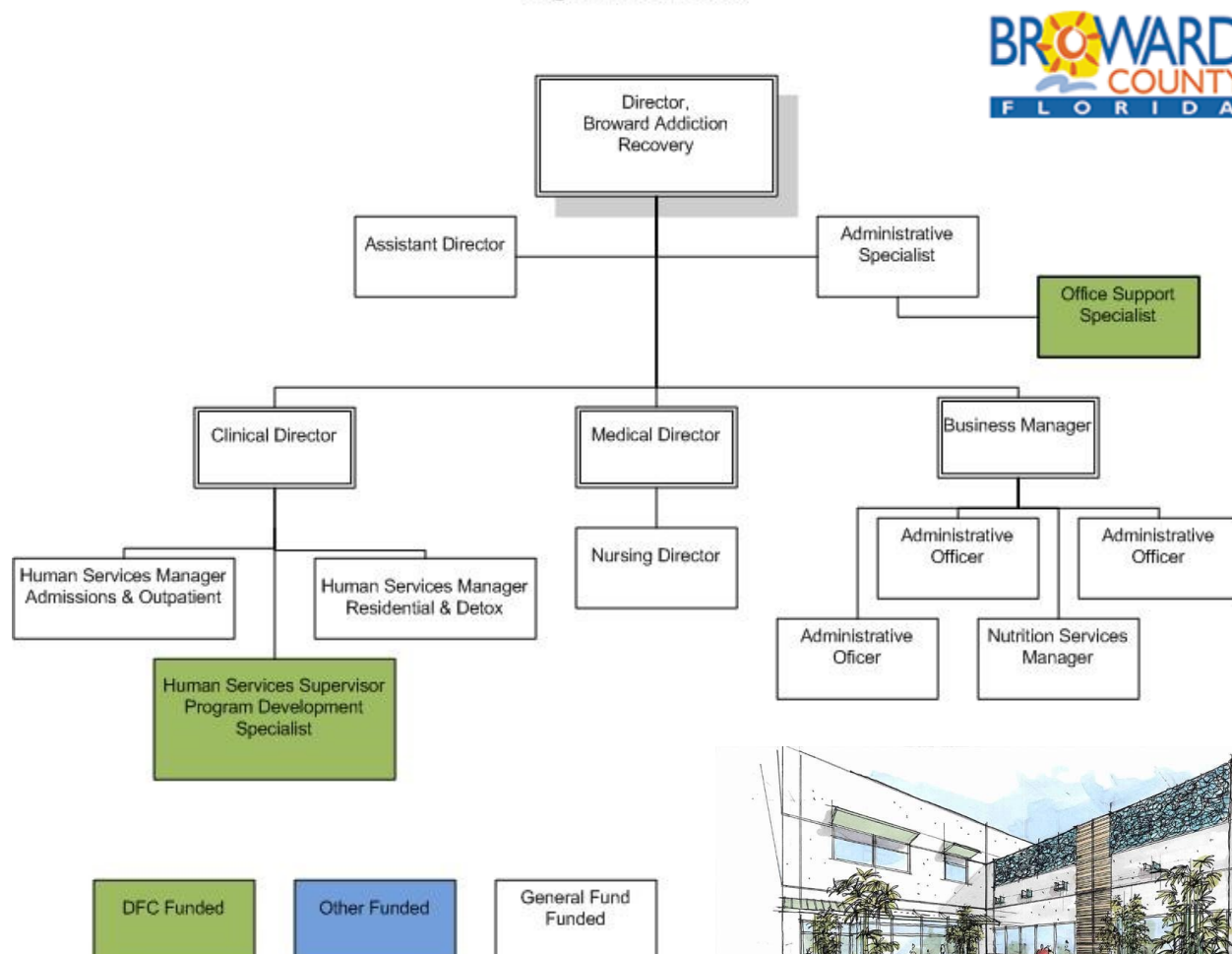
BARC's services include Admissions and Assessment; Medically Supervised Inpatient Detoxification, Outpatient Treatment, Non-Residential Day Treatment and residential Treatment services. The Center's experienced professional staff is dedicated to helping clients attain healthy and satisfying lifestyles free from addiction. BARC provides services in a caring, respectful and confidential manner, utilizing individual, group and family therapy. The Center collaborates with a variety of health care providers and referral sources that together ensure clients receive services that will support their recovery. BARC operates with a current budget of \$13.5 million and employs approximately 165 FTE's.

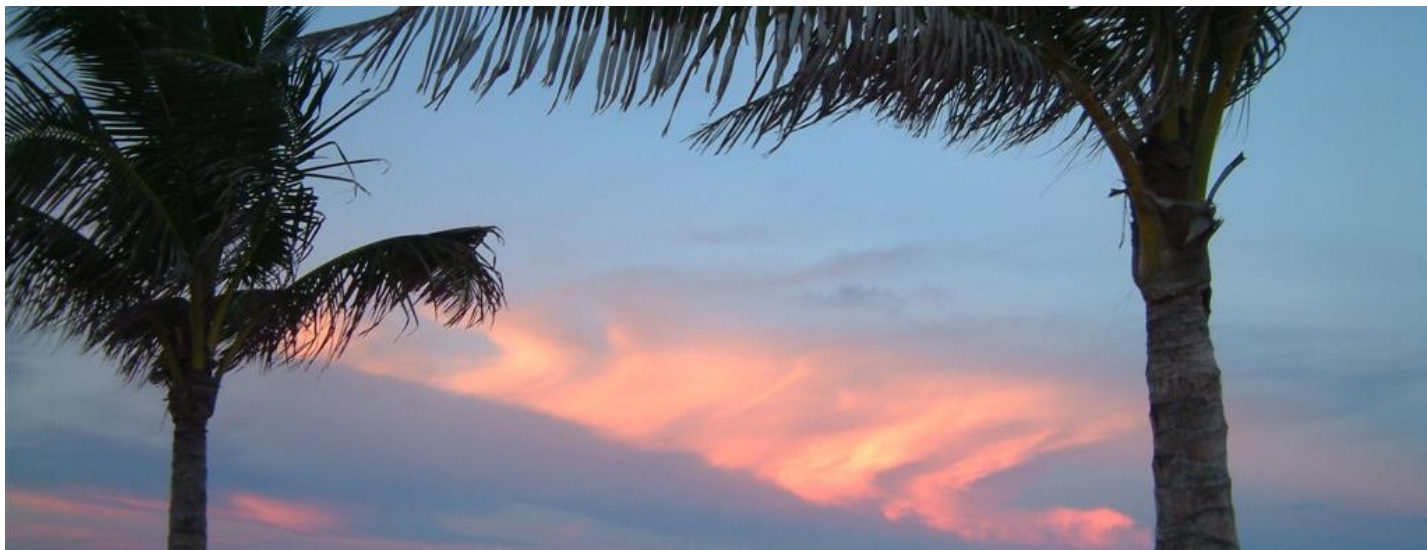
BARC by the Numbers

- ◇ 4,500 clients each year are admitted to BARC and benefit from residential or outpatient treatment and support services
- ◇ 1,800 clients per year benefit from medically supervised drug and alcohol withdrawal treatment offered by the professionals at BARC's detoxification unit

Broward Addiction Recovery Center (BARC)

Organization Chart





The Director of Broward Addiction Recovery

The Director of Broward Addiction Recovery reports to the Director of Human Services and is responsible to oversee the operations of a coordinated network of substance abuse sites. The Director works under administrative supervision, developing and implementing programs within organizational policies.

Specific assigned responsibilities include:

- Administering the County's comprehensive substance abuse treatment services; directing, through subordinates the planning, scheduling and coordination of BARC activities; developing policies, procedures, and priorities to meet established goals.
- Coordinating with state, federal, county, and private agencies in planning and improving community services; developing, implementing, and maintaining strategic, fiscal and capital improvement plans for the division; and developing and implementing strategic plans to seek grants and funding opportunities to increase the Division services.
- Implementing internal controls and a quality assurance management strategy to promote and ensure excellence of service delivery.
- Supporting the Human Services Department Business Plan and implementing the areas related to BARC; preparing and monitoring the Division budget and preparing special reports as required.

- Attending conferences and public and professional meetings related to health care management and health education.
- Performing related work as assigned.

Requirements Include:

Requirements include a Bachelor's degree from an accredited college or university with major coursework in human services, health, social work or public administration or closely related field; Master's degree preferred.

Must have at least nine (9) years in a social service organization including six (6) years of high level supervisory and administrative experience or closely related experience. Addiction recovery experience in a governmental setting is strongly preferred as is experience working collaboratively with public and private partnerships and experience with third party financial recovery.

Should have knowledge and understanding of treatment strategies such as the Harm Reduction Model, "Working Toward Abstinence" and the impact of trauma on addiction recovery therapy. Needs to have a working knowledge of governmental finance and budgeting. Must be able to analyze administrative, operational, and fiscal issues and make sound recommendations for solutions without being wedded to the status quo. Must be able to establish and maintain effective working relationships with all critical internal and external stake holders. Must be able to express ideas effectively, both orally and in writing. Must be politically astute but apolitical. Must be honest, straightforward, consistent, even-keeled and not a deal maker.

County benefits include:

- Florida Retirement System (FRS) - Employees have the choice of two retirement plans: the traditional pension plan with eight years of vesting or the investment plan with one year of vesting.
- Deferred Compensation—The County offers a 457 plan offered through three providers: ICMA Retirement Corporation, MetLife, and Nationwide Retirement Solutions.
- Flexible Spending Accounts — Medical expense and dependent care accounts.
- Vacation and Sick Leave — Leave is accrued for vacation and sick time; additionally 40 hours of job basis leave is granted annually
- Holidays — Ten holidays and two personal days.
- Insurance Coverage — The County offers a variety of benefit plans that employees can purchase including Health, Dental, Vision, Flexible Spending Accounts, Long Term Care, Long Term Disability, and Pre-paid Legal.
- Life Insurance — The County offers \$25,000 of group term life and AD&D Insurance. Employees can purchase additional life insurance for themselves and their dependents and spouse/domestic partner.
- Additional Benefits — Credit Union, Employee Development and Personal Income Protection Plans (AFLAC). For additional information on benefits, please visit: www.broward.org/benefits.

**To Apply**

The current salary range is for the Director of Broward Addiction Recovery is \$99,649.41 to \$159,040.24. Beginning salary will be commensurate with education and experience.

This position will remain open until filled. First review of resumes will take place on March 31, 2017. Please email cover letter, resume and present salary to:

Robert E. Slavin

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Note: Under Florida Law, resumes are public documents and will be provided to the media upon request. Please call prior to submitting your resume if confidentiality is important to you.

Broward County is an Equal Opportunity Employer

