

State of California, Military Department
State Active Duty (SAD)
Vacancy Announcement
1 Position Available

Position Details

Announcement Number: SAD VA 2026-084
Opening Date: 26 August 2026
Closing Date: 7 September 2026
Position Title: Behavioral Health Officer (SAD O-3)
Duty Location: Behavioral Health Office (BHO), Santa Rosa, CA
Selecting Official: Senior Mental Health Advisor, BHO
Projected Employment Date: TBD

Vacancy Announcement Details

The California Military Department is accepting applications for the State Active-Duty position indicated above. An appointment to this position provides full benefit status for the appointee and their beneficiaries. The incumbent will be appointed on annually renewable State Active-Duty orders through year six, at which time the incumbent may be eligible for career status IAW CMD Reg 600-1, dated 15 November 2024. Continuation and subsequent extensions of service will be determined by the individual's performance of duty and continuation of funding. **The Service Member selected for this position will be paid at their Federal or California State Guard (CSG) pay grade, not to exceed O-3.** This announcement has minimum requirements. Failure to meet these requirements will cause your application to be rejected from consideration. While it is important for you to read the entire announcement closely, please pay particular attention to the instructions at the end of this announcement for documents required to submit a complete application. **Applications missing signatures and required documents will not be considered.** The Service Member selected for this position may be eligible for health, dental, vision, and life insurance benefits. Other benefits may also be available to those who qualify such as Employee Assistance Programs, Group Legal Services, Long-Term Disability Insurance, Long-Term Care Insurance, Retirement Annuity, Savings Plus, and the Military Service Buy Back Program. **Reimbursement for moving and relocation expenses will not be paid.**

Eligibility Requirements

- Active members of the California Military Department (Army, Air, CSG) in the grades **O-1 through O-4** may apply. Applicants must have a militia affiliation per Para 5-2 of CMD Reg. 600-1. CSG members who have no prior federal militia experience must be a member of the CSG in good standing for a minimum of two years for eligibility for SAD vacancies.
- Candidate must be educationally and professionally qualified in one of the following mental health specialties: 1. Clinical Psychologist - Ph.D. or Psy.D. from an APA-accredited institution and current unrestricted state license to practice. 2. Licensed Clinical Social Worker - MSW Degree from a CSWE accredited institution and current unrestricted state license to practice. 3. Graduate from an APA accredited Clinical Psychologist program or MSW from CSWE accredited institution and working towards clinical hours as an Associate Clinician.
- Applicants must maintain good standing with militia component.

- Completion of militia and civilian education requirements commensurate with the grade of the applicant are required.
- Militia assignments appropriate to the grade of the applicant are required.
- Applicants must meet, and maintain, militia component medical and physical fitness standards.
- Appropriate militia uniform with federal or state recognized rank will be worn in accordance with militia regulation.
- Must be able to pass State and Federal background checks (Live Scan), and California Military Department status verification. Continuation of employment is contingent upon maintaining favorable background checks.
- Must possess a valid state driver's license.

Primary Duties and Responsibilities

Reports Joint Director of Psychological Health. The supervisor will provide performance counseling to the employee at least quarterly, including a review of their duties as outlined in their Position Description (PD). The supervisor will complete performance evaluations annually. The supervisor will address performance issues as they surface, then initiate training, guidance, and assistance promptly to encourage productivity and continued growth.

- Thorough knowledge and skills necessary to effectively resource Service Members (SM) and family problems pertaining to behavioral health (BH) service delivery.
- Resources BH care services via county BH systems and other agencies providing direct services throughout the state.
- Conduct population-based BH surveillance to examine trends and further develop target prevention and mitigation strategies.
- Monitor provider utilization metrics, service member experience data and psychological health outcomes.
- Resources BH emergencies and requests for counseling for SMs and their families. Report cases of domestic violence and child abuse/neglect in accordance (IAW) with DoDI policy and state law.
- Promote BH policies and procedures affecting SM reintegration.
- Advise SMs, units, and leaders on existing Army/Air BH policy, regulation, and available resources.
- Travel throughout the state as needed to support SMs needs.
- Complete comprehensive assessments under guidelines of the Diagnostic and Statistic Manual of Mental Health Disorders (DSM) of the American Psychiatric Association.
- Prepare written evaluation reports with clinical impressions.
- Determine readiness and completes profiles IAW appropriate DoD regulations.
- Advise command on best supporting the SMs BH treatment plan to optimize treatment outcomes.
- Perform other duties as assigned.

Instructions for Submitting Applications

Interested applicants must submit a completed and signed State Active-Duty Appointment Application and all required supporting documentation (listed below), to the Director of State Personnel Programs. **Applications missing signatures and/or required documents will not be considered.**

- **All Applicants:** State Active-Duty Appointment Application. To view the State Active Duty Appointment Application, please click [State Active Duty Appointment Application \(.pdf\)](#).

- **All Applicants:** Documentation of your highest level of civilian education listed on your application. (Legible copy of either diploma, degree, transcripts, record brief, RIP, etc.).
- **All Applicants:** Authorization for Release of Information Form. To view Authorization for Release Form, please click [Authorization to Release Information Form \(.pdf\)](#).
- **All Applicants:** Are **required** to submit a Resume.
- **All Applicants:** Unit Verification Memorandum with Unit/BDE Legal clearance (not Security Clearance) letter or email. CAARNG/CAANG verification memos are valid for 6 months from the date of signature. California State Guard applicants will have the memorandum completed by CSG HQ. CSG verification memos are valid for 30 Days from the date of signature. To view Unit Verification Memorandum Template, please click [Unit Verification Memorandum Template \(.pdf\)](#).
- **All Applicants:** [DMV Printout](#) current within the past six months. California residents may obtain, at cost, a copy of their DMV printout. Unit DMV reports are not accepted.
- **CA Army National Guard (CAARNG) Applicants:** Are required to submit a Record Brief (ORB) or IPPS-A printout, current within the past six months.
- **CAARNG Applicants:** Are required to submit a Soldier Management Record printout (from Retirement Points Accounting System). **(Officer only)**
- **CA Air National Guard (CAANG) Applicants:** Are required to submit Report on Individual Person (RIP), and ARCNet Individual Readiness Detail, current within the past six months.
- **California State Guard (CSG) Applicants:** CSG Accession Orders and Current Promotion Orders.
- **Deployed Service Members:** Title 10 OCONUS Orders - Currently deployed Service Members only.

Complete applications and all supporting documents may be e-mailed to the California Military Department as **One PDF file** to SP.SADApplication@cmd.ca.gov. Applications must be received by the State Personnel office no later than **midnight on Monday, 7 September 2026**.