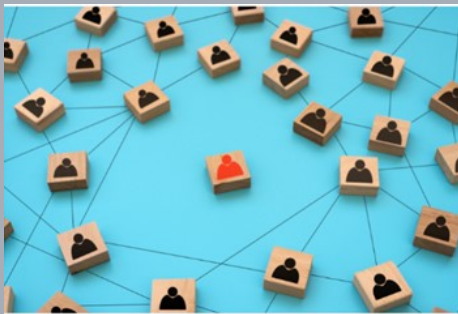
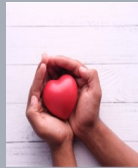
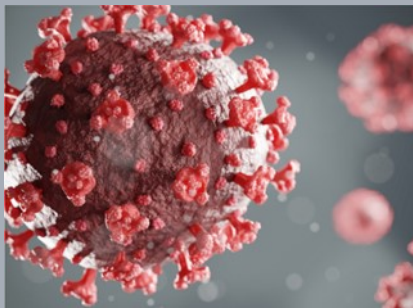
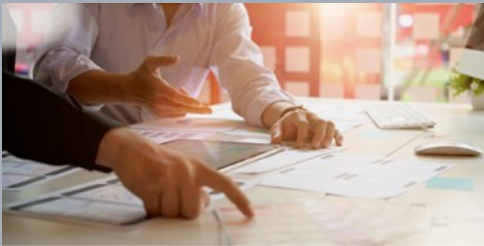




THE COUNTY OF STANISLAUS

Health Services Agency



Public Health Assistant Director

\$97,801 - \$146,681 Annually

Apply by August 12, 2022

Oral Exam Interviews are tentatively scheduled for the week of
August 22, 2022

Public Health Assistant Director

The County of Stanislaus, Health Services Agency invites applications from qualified candidates for the vacancy of a Public Health Assistant Director.

About the Community

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains and California's Central Coast. With an estimated 545,267 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California's major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the west coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils and progressive farming practices. The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries.

The County is also home to California State University Stanislaus, Modesto Junior College and benefits from satellite locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 43 degrees in the winter, to an average high of 92 degrees in the summer. Temperatures move up into the high 90s during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

Stanislaus County has a current year total budget of \$1.6 billion and over 4,700 positions within 27 agencies and departments.

About the Department

In partnership with the community, the goal of the Public Health Division which is a division of the Health Services Agency, is to ensure that all County residents have optimal health and wellness at every stage of life. The Division comprises various sections dedicated to core public health services for the County of Stanislaus, such as Community Wellness and Prevention, Communicable Disease Prevention, Emergency Preparedness and Response, Family Health Services, and Children Medical Services.

As an accredited health department, we strive to improve the health and wellbeing of our community through collaboration and partnerships, community involvement, health equity, quality improvement, and taking population-level actions. We believe everyone should be able to live well, be healthy, and thrive. We are committed to advancing equity and being an inclusive, diverse, and

equitable organization. Working in Stanislaus County public health offers an opportunity to be focused and intentional in your efforts to advance equity, diversity, and inclusion and positively affect the health and well-being of entire communities.

HSA holds strongly to its vision of "Healthy People in a Healthy Stanislaus" by developing its services with the community, in ways that support community need.

The Position

The Assistant Director of Public Health is responsible for ensuring that the Division and its programs are high functioning, financially sound, and effectively meeting the Division's operational and strategic objectives. This position will assist the Public Health Director in the planning, development, and implementation of Core Public Health Services and will assume the full responsibility of the Division when the Public Health Director is not available. As part of the leadership team, this position plays a significant role in strategic planning, service implementation, policy analysis, and systems integration and takes the lead on process improvement initiatives to promote innovation, creativity, service excellence, and transformation. **This position will require vision, strategic thinking, and operational skills to set and achieve goals which will elevate diversity, equity, and inclusion.**

Ideal Candidate

The ideal candidate must be able to exercise excellent judgment, work independently and be a continuous learner. They need to be creative in their approach to problem-solving and enjoy working in an environment that is mission-driven, results-driven, and community-oriented. To be successful in this role, the candidate must be competent they also must have self-awareness, cultural competence, emotional intelligence, and humility. Stanislaus County public health division takes seriously the need to create opportunities for everyone to live well, be healthy and thrive. If you are someone who values equity, is committed to excellence and is able to manage change this is the job for you.

Typical Duties and Responsibilities

- Plan, develop, direct, and coordinate a variety of public health programs, develops action plans and identifies funding sources to ensure results driven activities, quality service delivery, and continuous quality improvement;
- Lead special initiatives and projects. Takes a lead role in responding to public health issues/threats and developing and implementing new initiatives or ad hoc committee's internally and externally;
- Perform leadership, management, and supervisory duties relating to the planning, directing, organizing, implementing, and evaluating of programs within assigned units;

Public Health Assistant Director

- Oversee the hiring and selection, workload assignment, accountability, and performance management of assigned staff;
- Help to develop and maintain a learning organization committed to quality, results, and equity;
- Support ongoing workforce development activities and help identify and address staff training needs to support advancing health and racial equity and a culture of quality;
- Serve as a strategic thought partner and advisor to the Public Health Director;
- Provide support and oversight for the development of data-driven decision-making and evidence-based program strategy, development, and implementation;
- Inform and advise on overall strategy, uses data to analyze issues, develop and promotes solutions and step in as needed during significant staff transitions and during the director's absence;
- Represent Public health at key meetings with Boards of Supervisors, stakeholders, allies, and funders; attend conferences and convenings;
- Support community engagement activities to build and maintain effective partnerships for addressing socio-economic factors to advance health and racial equity;
- Use planning, writing, and assessment skills to develop and share compelling materials, reports, and presentations about our work and its impact, and that of our partners;
- Assist managers in the development and drafting of board items and presentations; and
- Assist in budget planning and implementation to include forecasting and monitoring of the budget to ensure financial stability and growth.

Minimum Qualifications

Knowledge

- **Public Health Services** — Principles, functions, and operational characteristics of core public health services, prevention strategies, health education, community engagement, program development, and administration;
- **Fiscal Administration and Management** — Budgeting process and public health finances,

including accurate forecasting, strategic cost containment, and accurate and timely reporting;

- **Public Policy** — Public policy, planning and analysis, policy systems, and environmental change strategies, development, and implementation;
- **Diversity, Equity & Inclusion** — Systemic and institutional racial bias and the ability to assist others in understanding structural and institutional barriers to health and racial equity;
- **Economics and Accounting** — Knowledge of economic and accounting principles and practices, and the analysis and reporting of financial data; and
- **Management & Leadership** — Knowledge of effective leadership, direction and supervision. Principles of people management training, coaching, mentoring and supervision.

Skills/Abilities

- Management of financial resources;
- Social perceptiveness;
- Understand public policy;
- Community organizing and engagement;
- Critical thinking and problem solving;
- Federal, State and local laws;
- Management of personnel resources;
- Negotiation;
- Systems analysis;
- Active learning;
- Strong presentation and public speaking skills;
- Time management;
- Coordination;
- Monitoring;
- Judgement and decision making; and
- Active listening.



Public Health Assistant Director

Education/Experience

PATTERN I

- A Bachelor's degree from an accredited college or university in Public/Business Administration, Public Health Administration, Health Science, Behavioral Science, Social Science, or a closely related field; **AND**
- Three (3) years of progressively responsible relevant experience as a manager in a Public Health department, or health care system related setting involving planning, organization, administration, management, and coordination of community or governmental public health or related programs.

PATTERN II

- A Master degree of Public Health or Science from an accredited college or university in Healthcare, Administration, Public Health Administration, Public/ Business Administration, Social Behavioral, Health Science, or related health field is preferred; **AND**
- Two (2) years of progressively responsible relevant experience as a manager in a Public Health department, or health care system related setting involving planning, organization, administration, management, and coordination of community or governmental public health or related programs.

Proof of education must be attached at time of application. Applicants who are unable to submit proof must call 209-558-7106 to make arrangements before 5pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.

Driver's License:

Applicants must possess and maintain a valid California Driver's License and remain free from repeated preventable accidents.

BENEFITS PACKAGE

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 61 formula);
- Medical, dental, vision, and basic term life insurance plans;
- County paid Deferred Compensation at 1.5% of base salary;
- Two weeks annual vacation upon entering County service;
- 32 additional vacation hours annually;
- 56 hours administrative/management leave per year (does not carry over);
- 96 hours of sick leave annually;
- 11 paid holidays annually;
- \$900 annual Professional Development reimbursement;
- Car allowance;
- Moving allowance;
- Disability protection;
- Optional participation in Flexible Spending Account programs;
- Optional Supplemental Life & AD&D insurance plans; and
- Employee Assistance Program.



Position

CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered 'at-will' and is designated Management for labor relations purposes. Incumbents are also subject to overtime, standby, callback, weekend, holiday and shift assignments. The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

APPLICATION PROCEDURES/FINAL FILING DATE

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made on your qualifications.

Resumes will not be accepted in lieu of a complete application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodation Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form. <http://www.stancounty.com/personnel/pdf/ADATestingForm.pdf>

GENERAL INFORMATION

Appointment to County employment is contingent upon passing a fingerprint criminal background check. Some positions may also require a County-paid pre-employment drug screening. Some positions may require possession or the ability to obtain, and maintenance of a valid California Driver's license or the ability to utilize an alternative method of transportation when needed to carry out job related essential functions.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Office within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information, which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understandings, and such information prevails over information contained in this flyer. Questions regarding this announcement may be directed to the Stanislaus County Chief Executive Office Human Relations team.



The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce. "Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.

For more information on Club Wellness go to www.myclubwellness.org