



# Public Health Director (Associate Director)

Stanislaus County Health Services Agency

**\$115,710-\$173,576 Annually**

Apply by January 17th

Interviews are tentatively scheduled for the week of January 23, 2023

# THE POSITION

Under the general direction of the Health Services Agency Managing Director, the Public Health (PH) Director oversees the administration of the Public Health Division and serves as a member of the HSA Executive Management Team. The PH Director will collaborate to establish strategy, aligned with the PH Officer's medical direction, HSA Strategic Plan and Board of Supervisor's priorities. The PH Director will be responsible for the development of policies and procedures in alignment with County and Agency policy and in accordance with applicable regulations and requirements, and the timely completion and implementation of the periodic Community Health Assessment, Community Health Improvement Plan, Emergency Preparedness plans, PH Division Strategic Plan and the Annual Public Health Report. The individual will collaborate with other Agency divisions, other county departments, community-based organizations, schools, and others to leverage opportunities and facilitate collective impact to better serve the community. The PH Director will embrace Results Based Accountability and actively work to align priorities and budget to achieve positive outcomes.

**Join our team & make a difference in your community!**

*Interested in learning more about  
Health Services Agency?*

*Scan the QR code or visit [www.schsa.org](http://www.schsa.org)*



## THE 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. The successful candidate will possess vision and foresight, as well as a high degree of emotional intelligence, professionalism, self-awareness, cultural competence, and humility.

Stanislaus County Public Health division takes seriously the need to create opportunities for everyone to live well, be healthy, and thrive.

# THE TYPICAL TASKS

- Plan, organize, direct and coordinate the activities and programs of the Public Health division, within County and Agency organizational structure and policy, national accreditation standards and Public Health Office medical direction
- Preparation and management of the division budget
- Contribute as a member of the Agency's executive team to assist, collaborate, & provide valuable insight to create strategy, policy, and problem resolution
- Collaborate with other County departments, community based organizations, schools, and the healthcare community to advocate for public health principles, encourage health equity, and demonstrate a commitment to collaborate and coordinate for collective impact
- Actively stay abreast of division progress and challenges, and ensure Agency management is appropriately informed
- Provide leadership and mentoring to staff
- Assist with the selection, supervision and work evaluation of assigned staff
- Consult with Human Resources Manager and make recommendations regarding progressive discipline and training
- Represent the Agency in collaborative regional and state Public Health affiliations, including the San Joaquin Public Health Collaborative and County Health Executives Association of California
- Stay abreast of public health related initiatives and legislation
- Receive and respond to inquiries, concerns and complaints regarding the Public Health division
- Provide reports and presentations to both internal and external audiences, including the Board of Supervisors

# THE MINIMUM QUALIFICATIONS

## KNOWLEDGE

### **Law and Government**

Knowledge of the health payor market, Whole Person Care approach, CalAIM initiative, Healthy People 2030, HIPAA, and other privacy laws

### **Public Safety**

Knowledge of Incident Command System, policies and procedures, and strategies to promote effective local and state for the protection of the people, data property and institutions

### **Fiscal Administration and Management**

Working knowledge of budget development, justification, presentation and administration of local government funds and grants

## SKILLS/ABILITIES

Critical Thinking • Management of Financial Resources • Monitoring & Leadership • Speaking • Social Perceptiveness • Understand & Incorporate Culture • Persuasion • Act with High Standards

### **Management and Leadership**

Knowledge of business and management principles involved in strategic planning, public administration, the principles of quality improvement and performance measures

### **Public Health Services**

Knowledge of the Ten Essential Public Health Services, Public Health laws and authorities of Public Health Officers, social determinants of health, and Public Health Accreditation Board's standards

### **Compliance**

Knowledge of Contract Compliance and Regulatory Audits

# THE MINIMUM QUALIFICATIONS (CONT.)

## EDUCATION AND EXPERIENCE

### **PATTERN I**

· A Masters degree from an accredited college or university in Public Health, Public Health Nursing, Public Administration, Healthcare Administration, Business Administration, or a closely related field

### **AND**

· Five (5) years of mid to executive level Management experience including program, budget and personnel management responsibilities in a public health organization.

### **PATTERN II**

· A Bachelor's degree from an accredited college or university in Public Health, Nursing, Public Administration, Healthcare Administration, Business Administration, or a closely related field

### **AND**

· Eight (8) years of mid to executive level Management experience including program, budget, and personnel management responsibilities in a public health organization

*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.

Apply today  
to join our team &  
make a difference in  
Stanislaus County!



## COMPENSATION & BENEFITS

Approximate Annual Base Salary:  
**\$115,710-\$173,576 Annually**

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 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- 2 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
- 10 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- Moving allowance recruited from out-of-County
- Disability protection
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

*Details available upon request*

## RECRUITMENT INCENTIVES:

### **Employee Choice Bonus Plan:**

Stanislaus County now offers an employee bonus worth up to \$10,000! Visit [stanjobs.org](http://stanjobs.org) for details

### **Career Ladders:**

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

### **Learning Institute:**

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

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.

## **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.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

## **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 of your qualifications.

**Resumes will not be accepted in lieu of a completed 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 Accommodations 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.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment drug screening and job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

## **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 Officer 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 Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.