



Deputy Public Health Officer

The County of San Diego is offering an exciting opportunity to assist the Public Health Officer to plan, organize, and direct all functions related to Public Health including the enforcement of all related laws, ordinances, regulations, and policy development.

The County is seeking a dynamic individual to plan, direct, and evaluate public health activities under the direction of the Public Health Officer and in liaison with the various Health and Human Services Agency's Operations, Divisions and Regions, and with the medical community.



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THE COUNTY

San Diego County is California's oldest county and is home to over three million residents of diverse cultural, economic, and racial backgrounds. The area encompasses 4,300 square miles with 70 miles of Pacific Ocean beach, two beautiful bays, several mountain ranges and a breathtaking desert. The County area is 65 miles from north to south and 86 miles from east to west. The year-round climate is mild with an average annual temperature of 63 degrees, sunshine 70% of the time, and annual rainfall of 10 inches.

World-renowned tourist attractions include the Wild Animal Park, Sea World, Palomar Observatory, and the San Diego Zoo located in magnificent Balboa Park. The region is home to professional sports teams including the Chargers and the Padres.

The arts - music, dance, opera, art film and museums are abundant. Cultural attractions include the San Diego Symphony, San Diego Opera, the Old Globe Theater, the Civic Light Opera, the Master Chorale, the Chamber Music Society, and the La Jolla Playhouse. Museums include the Museum of Art, Natural History Museum, Aerospace Museum, and the Space Theater and Science Center.

The cultural ambiance is enhanced by a number of colleges and universities, including San Diego State University, the University of California at San Diego, and the University of San Diego. One in four residents has a college degree. With several Nobel Prize winners among its residents, San Diego is home to some of the world's leading bioscience research and development institutions, including the Salk Institute, Scripps Research Institute, and the La Jolla Cancer Research Center.



COUNTY GOVERNMENT

The County of San Diego is the regional government authority responsible for the health, protection and welfare of over three million residents. The County also provides municipal services for the 436,000 residents who live in unincorporated areas. A five-member Board of Supervisors governs San Diego County. Members are elected on a non-partisan basis from the district in which they live and serve four-year terms. The Board of Supervisors strongly believes that County government should focus on vital “core” public services. Business process reengineering and continuous improvement is emphasized to ensure the best use of taxpayer dollars. The County’s Vision is to have “A County government that has earned the respect and support of its residents.”

The mission of the County of San Diego is to provide the best possible services to the County residents. Like any organization with an ongoing mission, the County engages in a continuous cycle of planning, implementing plans, monitoring implementation, and then re-evaluation and renewing the planning process. The County’s comprehensive guide for managing this cyclical process is the General Management System (GMS). Information on the GMS can be obtained by visiting the County’s website at <http://www.sdcounty.ca.gov/cao/docs/completegms.pdf>.

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THE AGENCY



The Health and Human Services Agency (Agency) is one of five groups or divisions of the San Diego County government. The Agency provides a broad range of health and social services, promoting wellness, self-sufficiency, and a better quality of life for individuals and families in San Diego County. The Agency integrates health and social services through a service-delivery system that is family focused and community-based and is reflective of business principles in which services are delivered in a cost-effective and outcome-driven fashion.

The hallmark of the Agency is its commitment to a service delivery system that is regionalized and accessible, community-based and customer oriented. Organized into six geographic service regions, the Agency's service delivery system uses public-private partnerships to meet the needs of families in San Diego County. Community Leadership is engaged in an outcome driven partnership when planning for and managing a variety of government-delivered health and social services customized where possible to meet the needs of our diverse communities and neighborhoods. As a result, public health nurses, mental health workers, social workers, and welfare workers serve clients in an integrated fashion, often alongside other public and private service providers, and working across programs to ensure customer needs are met.

Agency departments include: Aging and Independence Services, Behavioral Health Services, Child Welfare Services, Public Health Services, Public Administrator/Public Guardian, Regional Operations, Strategic Planning and Operational Support, and Support Services. The FY 2009-10 Adopted Operational Plan for HHSA provides for 5,399 staff and a total budget of \$1.8 billion.

THE PROGRAM

Public Health Services is dedicated to community wellness and health protection in San Diego County. Our Mission is to promote health and improve quality of life by preventing disease, injury and disability and by protecting against, and responding to, health threats and disasters. We are committed to improving outcomes through operational excellence.

The PHS Strategic Plan focuses on prevention, access, treatment/care, communication, workforce excellence, information management, and continuous improvement. The overall goal is to improve health outcomes. We work to prevent epidemics and the spread of disease, protect against environmental hazards, prevent injuries, promote healthy behaviors, respond to disasters, assist communities in recovery, and assure quality and accessibility of health services throughout the County. Public Health Services includes the following: Border Health; Chronic Disease & Health Disparities; Community Epidemiology, PH Laboratory, Vital Records, and Immunizations; Emergency Medical Services; Maternal Child & Family Health Services including California Children Services; Medical Health Quality Assurance; HIV/STD&Hepatitis; PH Nursing Administration; and Tuberculosis Control & Refugee Health. The FY 2009-10 Operational Plan for PHS includes 502 staff and a total budget of \$97.6 million.

THE POSITION

The County of San Diego is seeking an innovative and competent leader to fill an immediate vacancy for Deputy Public Health Officer. The Deputy Public Health Officer, under the direction of the Public Health Officer, assists to plan, organize, and direct specified functions related to public health including the enforcement of all related laws, ordinances, regulations and policy development. The position represents and acts in the absence of the Public Health Officer in community and Agency activities; develops policies, procedures and protocols for county public health strategies and initiatives; ensures quality management of public health issues including clinical services in the Agency's centralized programs and regions, and in the community; collaborates for planning and service provision with related partners within the Agency; coordinates with media staff to present public health information and community level statistics to the media and members of the community; assesses data obtained from the community to determine community needs and plans program needs and progress; supervises subordinate physicians, nursing and other staff; provides oversight over educational opportunities for students, professionals, and fellows; and performs other related functions as needed. This is an unclassified position which serves at the pleasure of the appointing authority.



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THE IDEAL CANDIDATE

- Demonstrated leadership and management skills with superior customer service and interpersonal relations; advanced skills in computer technology and exceptional verbal & written communications
- Current knowledge of policy/procedure development and implementation related to health services programs that protect and promote public health; and, knowledge of federal, state, and local health laws, regulations, codes, finance systems and funding sources
- Knowledgeable of current health policy issues in the public and private sector, and available community resources to provide and implement health programs as well as strategic planning, program evaluation, and policy analysis
- Competent and recognized leader in medical, public health and management fields; strategic and forward thinking; politically astute with exceptional organizational acumen; a highly effective public and media speaker to communicate sensitive public health issues; highly capable of establishing and maintaining effective working and diplomatic relations with diverse populations, professionals, and staff; knowledgeable of effective team building in utilizing employee strengths; self starter, highly motivated, and focused towards assisting the County and Public Health Services toward achieving the County's Health Strategy Agenda during the next ten years
- Critical thinking skills that demonstrate the ability to assist, plan, organize, analyze, direct and evaluate all functions related to branch and program public health services including emergency medical services, bioterrorism, HIV/STD/Hepatitis, communicable and chronic disease control, maternal and child/family health including children services, epidemiology, immunization, vital records, public health laboratory, and medical quality assurance. Also, ability to develop policies, procedures and protocols for county health services to ensure that public health services conform to federal, state, and local laws and regulations

EXPERIENCE AND EDUCATION

An example of qualifying education/experience is: A Doctor of Medicine degree from a recognized, accredited medical school AND, three (3) years of management experience in a public health program or community medicine. **A possession of a valid license to practice medicine in the State of California is required prior to employment. Board certification is highly desirable. A Master's degree in Public Health is highly desirable and may substitute for two (2) years of the required experience.**

A valid National Provide Identification Number (NPI) is required at the time of employment, or proof of application must be provided within sixty (60) days of employment. The NPI must be maintained throughout employment.

COMPENSATION AND BENEFITS

Anticipated hiring range mid to high 100k, depending on experience. Candidates may also be eligible for 10% Board Certified Specialty and 5% Sub-Specialty premiums and annual increase based on accomplishments achieved in the Operational Incentive Plan. Benefits include: 15 days of paid vacation (increasing with years of service), 13 days of paid sick leave and 13 paid holidays, executive time off; medical, dental and vision insurance plans; life, disability, and accidental death and dismemberment insurance; 457 and 401(a) deferred compensation plans; and relocation allowance. In addition, the County has an excellent defined benefit retirement plan which includes vesting at 5 years of service and a 2.6% at 62, three year average. The plan is integrated with Social Security and includes cost of living adjustments, reciprocity with other agencies, partial offset of employee contributions, deferred retirement and disability retirement.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Recruitment is open until filled. To be considered, please apply on-line at the County of San Diego's website www.sdcounty.ca.gov/hr. At time of application, please attach and submit your cover letter and resume. Resumes must include your employment history, positions held, dates of service, areas of experience, levels of responsibility, reporting structure, size of staff and budget, current salary, degrees held, and a list of three professional references (who will **not** be contacted in the early stages of the recruitment).

Applications and resumes will be screened for above minimum qualifications. An evaluation board will convene to review submittals and identify top competitors for appointment.

Contact Information: Rhondi Taylor, Senior Human Resources Analyst; Rhondi.Taylor@sdcounty.ca.gov; (619) 531-5129; Dept. of Human Resources, 1600 Pacific Hwy., Room 207, San Diego, CA 92101.

<http://www.sdcounty.ca.gov>.