

CAREER OPPORTUNITY

HEALTH AGENCY DIRECTOR

COUNTY OF SAN LUIS OBISPO

Salary: \$168,792–\$205,171 DOE/DOQ

The County of San Luis Obispo seeks a Health Agency Director with strong ethics and integrity who is an exceptional leader, approachable and responsive, an excellent communicator and even better listener, is a community and peer collaborator, and holds themselves and others accountable. The Health Agency Director will also be honest, transparent, and an experienced professional who has extensive experience in the public health and/or behavioral health profession with demonstrated experience overseeing multi-million dollar, complex, budgetary funding streams.



COUNTY
OF SAN LUIS
OBISPO

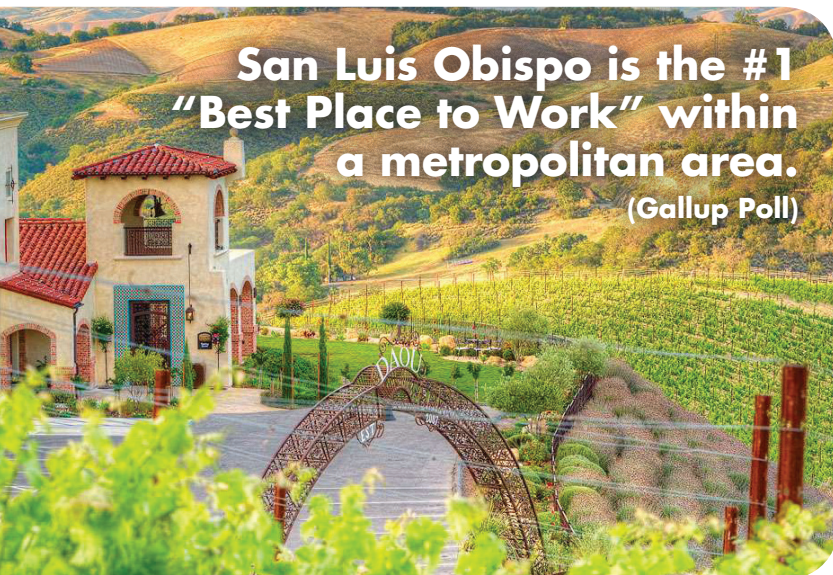
THE COMMUNITY

Located halfway between Los Angeles and San Francisco, approximately 260,000 people call San Luis Obispo County home. Over a dozen delightful towns and cities creating a single extended community. San Luis Obispo County's natural beauty includes beaches, lakes, mountains, wetlands, elfin forests, and state/county parks. The County is home to California Polytechnic State University, Cuesta Community College, Hearst Castle, two of the 21 historical California missions, and a newly remodeled regional airport. A perfect Mediterranean marine climate keeps San Luis Obispo sunny and warm on average 315 days a year. Throughout the County residents enjoy year-round farmers markets, recreational activities, wine tours, and cultural events to meet all your needs. Agriculture, government, tourism, recreation, and a growing technology business sector make up the stable economic background of the County.



San Luis Obispo has been named the "Happiest Place in the World."

(Oprah Winfrey Show)



San Luis Obispo is the #1 "Best Place to Work" within a metropolitan area.

(Gallup Poll)

THE COUNTY

The County of San Luis Obispo is one of the largest employers in the area with more than 2,800 individuals working to serve the community with pride to enhance the economic, environmental and social quality of life. The County has an elected five-member Board of Supervisors, a County FY 2017–2018 budget of \$611.2 million, and 23 departments all working collaboratively to provide essential services that benefit local citizens.

THE DEPARTMENT

The Health Agency's mission is to provide a broad array of services essential to the health and well-being of those living in and visiting San Luis Obispo County. The Health Agency is comprised of the Behavioral Health, Public Health, and Animal Services Divisions, and the Office of the Public Guardian.

- ▶ The Behavioral Health Division works in collaboration with the community to provide services necessary to improve and maintain the health and safety of individuals and families affected by mental illness and/or substance abuse.
- ▶ The Public Health Division is responsible for promoting, protecting, and improving the health of all County residents through disease surveillance, health education, direct services, and health policy development.
- ▶ The Animal Services Division is responsible for providing animal care and control services throughout the County and within each of the seven incorporated communities.
- ▶ The Office of Public Guardian serves as conservator of a person and/or estate of individuals needing protective intervention and administers the estate of a County resident who dies without a will or family in California.
- ▶ ***For a list of All Services provided by the Health Agency, go to: www.slocounty.ca.gov/Departments/Health-Agency/Services.aspx***



HEALTH AGENCY ACHIEVEMENT HIGHLIGHTS

- ▶ Remodeled our Public Health Laboratory and added state-of-the-art equipment.
- ▶ Received a \$2.2 million grant awarded for Dental Transformation Initiative.
- ▶ Environmental Health Services received statewide recognition from our peers for outstanding leadership and innovation.
- ▶ Launched the SLO Health Counts data hub: a one-stop source of over 120 local health and quality of life indicators providing information to start conversations, take action, and improve the health of our community.
- ▶ Finalized the build of our Crisis Stabilization Unit on our Health Campus, which opens April, 2018.

FUTURE OBJECTIVES

- ▶ Fully implement all programs required under Drug Medi-Cal Organized Delivery System.
- ▶ Expand treatment capacity in north County.
- ▶ Expand prevention and education efforts for opioid epidemic and legalization of recreational marijuana.
- ▶ Increase integrative care for behavioral health clients and primary care providers.
- ▶ Achieve new requirements for access to care in both mental health and substance use disorder services.
- ▶ Expand collaborative programs with local law enforcement and hospitals for individuals in psychiatric crisis.



THE JOB

The Health Agency Director oversees 6 direct reports who manage a team of approximately 550 employees, and a budget of \$106 million; \$22 million from the general fund support. This is an at-will position that reports to the County Administrative Officer, and serves as a member of the County's executive management team. The Director will lead a vision providing responsible and caring community services to ensure residents are safe, resilient, and healthy.

ALL COUNTY DEPARTMENT LEADERS ARE EXPECTED TO:

- ▶ Provide Excellent Customer Service
- ▶ Demonstrate Efficient Operation and Continuous Improvement
- ▶ Ensure Strong Financial Performance
- ▶ Use Data-Driven Decision Making
- ▶ Communicate Clearly and Effectively
- ▶ Focus on Learning
- ▶ Measure Performance

EMPLOYMENT STANDARDS

- ▶ Bachelor's degree, from an accredited school, in business, public administration, health administration or a closely related field; job related experience may substitute for the required education on a year-for-year basis.
- ▶ In addition, five years of increasingly responsible management-level experience in the development and administration of health care programs and services, with at least three years in a supervisory position.
- ▶ Equivalent skills and abilities necessary for the successful management of the Health Agency.
- ▶ A post-graduate degree is desired and may be substituted for one year of management-level work experience.



THE IDEAL CANDIDATE

The County of San Luis Obispo seeks a Health Agency Director with strong ethics and integrity, who is an exceptional leader, approachable and responsive, an excellent communicator and even better listener, is a community and peer collaborator, and holds themselves and others accountable. The Health Agency Director will be a voice for our health care needs in our community, and demonstrate honesty, transparency and be a community relationship builder. Ideal candidates will have extensive experience in public health and/or behavioral health and demonstrated experience overseeing multi-million dollar, complex, budgetary funding streams.

The Ideal Candidate Will...

LEADERSHIP

- ▶ Value the importance of connecting with other public entities in the County: cities, police, fire, community-based organizations, hospitals, etc., and listen to their needs, build trust, and leverage their ideas and partnerships to more effectively address community issues.
- ▶ Be an effective facilitator who works well with conflict and unites differences.
- ▶ Be a visionary and effectively communicate that vision both internally and externally.
- ▶ Take assertive action to improve equity in communities served.
- ▶ Be empathetic and compassionate regarding clients, peers, families, and the staff who serve them.
- ▶ Build capacity and trust.
- ▶ Represent and advocate for the health needs for all.
- ▶ Inspire employees and create a positive and rewarding work environment.
- ▶ Retain, develop, and create growth opportunities for staff.
- ▶ Lead with integrity, transparency and ethical behavior.

COMMUNITY PARTNERSHIPS/ LEGISLATIVE AFFAIRS

- ▶ Collaborate with local hospitals and community based partners to identify and build shared vision, improve service offerings and address service gaps, and build trust and stronger partnerships.
- ▶ Be an inclusive planner and identifier of service gaps across communities.
- ▶ Improve public understanding of County services and those who struggle with behavioral health and substance abuse issues.
- ▶ Keep informed of what is happening at the state and federal level regarding health and human services and monitor legislation and engage decision makers on recommended policy change.
- ▶ Develop and maintain a close partnership with the justice community.
- ▶ Monitor innovation nationally to improve cost and replication effects.
- ▶ Be policy and business savvy.

FISCAL/OPERATIONAL ACUMEN

- ▶ Have the capacity to move viable ideas forward, expand services, and expand opportunities for public private partnerships.
- ▶ Oversee a large budget and complex, programmatic funding streams, and be creative with leveraging funds and resources to maximize revenues.
- ▶ Keep abreast of best practices and use technology to improve efficiencies and capacity.
- ▶ Be proactive in program development that addresses community needs.
- ▶ Implement creative resource development through grants, partnerships and blended funding opportunities.



COMPENSATION

The annual salary for this position is between **\$168,792–\$205,171** depending on experience and qualifications. The annual salary is supplemented by a generous benefit package which includes:

- ▶ Medical, Dental, and Vision Insurance
- ▶ Participation in the San Luis Obispo County Pension Trust Retirement Fund
- ▶ Life Insurance
- ▶ Deferred Compensation Plan
- ▶ Flexible Spending Section 125 Plans
- ▶ Paid Holidays
- ▶ Paid Personal, Administrative, Sick, and Vacation Days
- ▶ Employee Assistance Program
- ▶ Education Allowance
- ▶ Wellness/Fitness Allowance
- ▶ Post-Employment Health Plan
- ▶ Variety of voluntary benefits, including short-term disability, Aflac, etc.)



For additional information regarding benefits go to www.slocounty.ca.gov/Departments/Human-Resources/Forms-Documents/BenefitS/Benefits-At-A-Glance-by-Bargaining-Unit/Bargaining-Unit-09-Appointed-Department-Heads.aspx

HOW TO APPLY

*This position is open until filled, for first consideration apply by **FEBRUARY 26, 2018**; candidates are encouraged to submit as soon as possible.*

Apply at: wbrowncreative.com/job-board/

Please contact your recruiter, **Wendi Brown**, with any questions: wendi@wbrowncreative.com
866.929.WBCP (9229) toll free | 541.664.0376 direct

