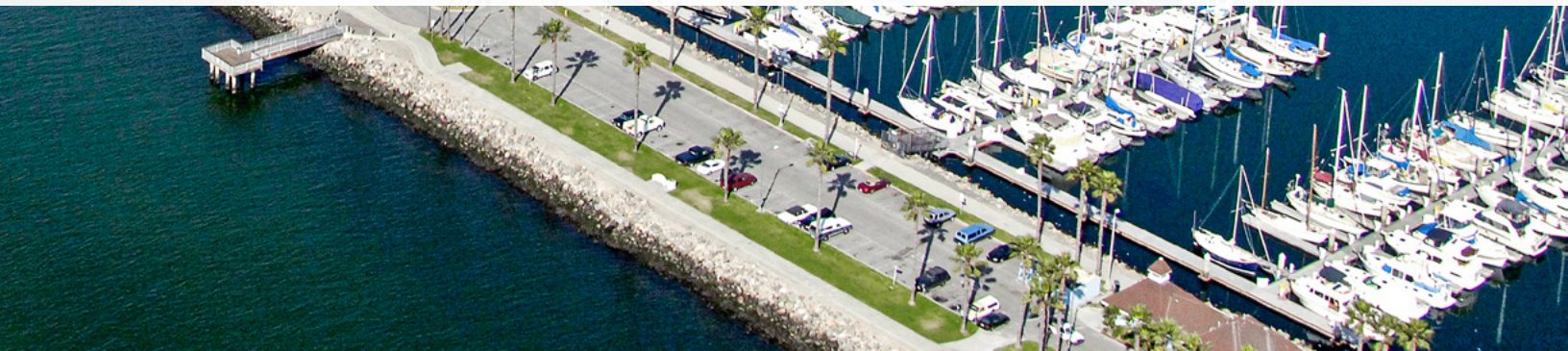


HEALTH & HUMAN SERVICES DEPARTMENT

DIRECTOR OF HEALTH & HUMAN SERVICES

CITY OF LONG BEACH, CALIFORNIA \$220,000–\$265,000 DOE/DOQ

ARE YOU READY TO MAKE A SIGNIFICANT IMPACT ON THE HEALTH AND WELL-BEING OF OUR DIVERSE COMMUNITY? The City of Long Beach seeks an experienced public health and/or social services professional to lead the Health and Human Services Department. The Director will navigate the complexities of health and human services with a hands-on approach and positive mindset. They will oversee the local public health jurisdiction as well as many housing and human services programs. The position leads a team of approximately 500 dedicated employees with 10 direct reports, as well as an annual budget of approximately \$170 million. The ideal candidate will be a decisive leader who can implement programs while maintaining a balance between big-picture vision and day-to-day operations. The ability to collaborate effectively, navigate community meetings diplomatically, and build relationships with other department leaders is crucial. The Department is heavily focused on equity, trauma- and resiliency-informed care, conscious policy-building, and data-driven initiatives to create a safer, healthier, and more equitable Long Beach. *If you are a passionate and capable public health leader ready to make a difference in our community—apply today!*





CITY GOVERNMENT

THE CITY OF LONG BEACH is a charter city that is governed by nine City Council members elected by districts and a City-wide elected Mayor. The City Manager is appointed by the City Council and oversees 15 City departments, including the Department of Health and Human Services. The City operates on a budget of \$3.2 billion and employs approximately 6,048 full-time staff. Long Beach is one of only three cities in California with its own health department and one of the very few municipalities with its own water and gas departments.

[LEARN MORE ABOUT THE CITY'S DEPARTMENTS](#)

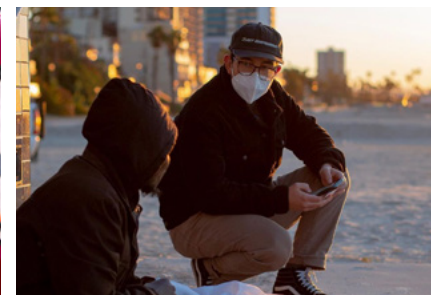


THE COMMUNITY

THE CITY OF LONG BEACH is located south of Los Angeles and adjacent to Orange County, making it an idyllic location with oceanside activities, diverse culture, and a unique economy. Long Beach is home to approximately 470,000 residents living across the area's 51 square miles, including 169 parks with 26 community centers and many public spaces. This community is one of the most diverse in the United States, making it an excellent place to learn about and immerse yourself in various cultures.

When you live in Long Beach, you get to enjoy the Southern California climate all year long, making surfing, hiking, golfing, and other outdoor activities popular in this area. Biking is a favorite pastime among residents, as this area is bike friendly. Walking around town is also easy, considering the City was rated the 10th "Most Walkable City" of over 100 cities globally. Long Beach features six miles of beaches and many parks and public spaces, as well as the Long Beach Convention Center, Aquarium of the Pacific, Queen Mary, and the annual IndyCar Acura Grand Prix of Long Beach.

The City of Long Beach is committed to creating a workplace where every employee is valued for who they are, and for the unique skills they bring to their role. Having a workforce that reflects the diversity of our community at various levels of the organization is a continuous goal embraced by our departments, management staff, and policymakers. To support efforts of fairness and diversity, City Leadership is committed to incorporating equity and inclusion into our work by supporting staff and community partners. The City is committed to promoting transparency by publishing updated demographic information for employees, including workforce diversity data and pay by race and gender.



THE DEPARTMENT OF HEALTH & HUMAN SERVICES

THE DEPARTMENT HAS BEEN IMPROVING THE HEALTH of the Long Beach community for over a century, and Long Beach is one of only three municipal health jurisdictions in the State of California, as well as one of three City homeless continuums of care in Los Angeles County. The Department recently received public health reaccreditation and works to address matters of public health and safety, including communicable disease, strengthening the public safety net, and equitable access to care. Of the Department's \$170 million budget, more than 80% comes from grant funding.

The Department is overseen by the Director of Health and Human Services and has more than 55 programs serving the health and wellness of the City. It is organized into seven bureaus—Community Health, Communicable Disease and Emergency Response, Collective Impact, Environmental Health, Homeless Services, the Housing Authority, and Administrative and Financial Services. The Department operates its programs and services as efficiently and effectively as possible, using technology, innovation, and creativity to enhance the quality of services provided to the Long Beach community.

**READ
THE
DEPT'S
2021-2026
STRATEGIC
PLAN**



CLICK



THE JOB

REPORTING TO THE CITY **MANAGER**, the Director of Health and Human Services will oversee the Bureaus and Divisions of the Health and Human Services Department, 500+ employees located across nine locations, three additional City-owned homeless transitional living/shelter locations, and a budget of \$170 million. The Director has 10 direct reports, including the City Health Officer, Deputy Director, Public Information Officer, and seven Bureau managers. The Director will collaborate effectively with the management team; national, state, and regional partners; other City departments; and the Board of Health and Human Services to enact policies, programs, objectives, and track achievements. The Director will be a culture cultivator and strong mentor. This position involves considerable public speaking and community engagement, with regular presentations to City leadership, media, elected officials, and the public. This Director will be passionate about serving others, while also acting as part of the City's executive leadership team.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL BE A MISSION-DRIVEN leader with an innovative mindset, committed to removing barriers to services for disenfranchised communities and those with the poorest outcomes related to health. They will have an extensive background in the administration of a complex human services organization, with experience overseeing large budgets and directing grant-funded programs. They will be an accessible leader committed to supporting staff in their roles and an emotionally intelligent, culturally competent, diplomatic community figure who values:

INTEGRITY. Ethical and fair.

EXCELLENCE. Provides quality, integrated, sustainable, and innovative public services.

LEADERSHIP. Responsible and a positive example to others.

DIGNITY. Treats all people with respect.

ACCOUNTABILITY. Takes ownership; is fiscally responsible and results-driven.

SERVING THE MOST VULNERABLE. Dedicated to supporting the dignity of social, ethnic, and cultural values. Understands the social determinants of health.

The Director will have a strategic mindset, consistently looking for ways to improve programs and access to services through listening and understanding. They will be comfortable preparing reports, presentations, and publications for internal and external stakeholders, using data and technology to compile essential context for major Departmental strategies and priorities. Additionally, they will be a proactive problem solver and decisive leader who skillfully directs, empowers, persuades, and motivates others.



MINIMUM QUALIFICATIONS

EDUCATION: Bachelor's degree in public health, public or business administration, organizational psychology, social services, urban studies, or a related field.

EXPERIENCE: Five years of increasingly responsible management experience in complex human service planning and service delivery settings, including grant-funded programs.

Desired

EDUCATION: Master's degree in public health, public or business administration, organizational psychology, social services, urban studies, or a related field.



Current Department Priorities

EQUITY. The Department is committed to utilizing an equity lens in planning and implementing programs, policies, and practices; and to designing effective health and race equity initiatives. As a result, it has been recognized as a local, regional, and national leader in health equity efforts. [Read the City's Racial Equity and Reconciliation Initiative here.](#)

DATA AND INNOVATION. The Department recently launched a team focused on integrated data solutions, performance measures, planning, and workforce development.

HOMELESSNESS. The Department will continue to identify funding and resources to prevent and address homelessness. The team will negotiate funding at the federal, state, and regional levels; identify housing opportunities; and create and coordinate services across many providers to meet the needs of youth, families, and adults experiencing homelessness in Long Beach.

FOOD AND VECTOR-BORNE DISEASE. The Department will focus on food safety policies and practices for mobile food and sidewalk food vendors, conduct inclusive outreach and education, and streamline permitting and enforcement processes.

HIV/STD PREVENTION AND CARE. HIV and STD rates are growing in Long Beach, as they are across the Country. The Department operates a sexual health and HIV clinic, conducts in-clinic and community-based testing and prevention, offers PrEP and treatment, and conducts ongoing research and surveillance. The Department is currently developing a new HIV/STD strategic plan.

Additionally, the Department is currently undergoing a cost allocation study to determine areas for funding improvement and expansion.

SALARY & BENEFITS

An annual salary of **\$220,000–\$265,000 DOE/DOQ** plus a generous benefits package that includes:

RETIREMENT. California Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2.5% @55 for "Classic" members and 3% @62 for new members as defined by PEPR (pending labor negotiations). Subject to employee contribution. Both the City and the employee contribute toward CalPERS retirement contributions. The City also participates in Social Security.

HEALTH AND DENTAL INSURANCE

LIFE INSURANCE. Equal to three (3) times annual salary to a maximum of \$500,000.

SHORT- AND LONG-TERM DISABILITY INSURANCE

MANAGEMENT PHYSICAL. Annual City-paid physical examination.

VACATION. 12 days per year, increasing with years of service (credit for previous public service experience will be considered).

EXECUTIVE LEAVE: 40 hours per year.

SICK LEAVE. One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums, or to pension credits.

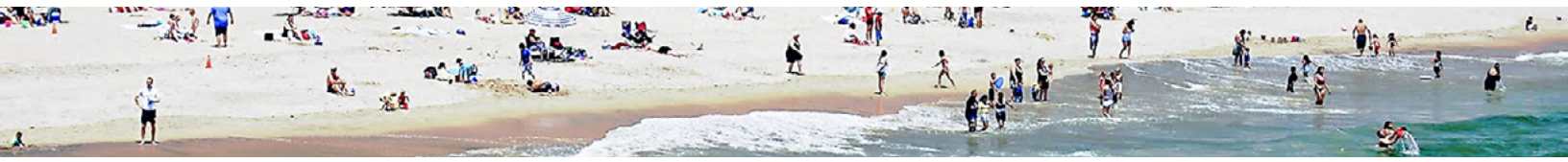
HOLIDAYS. 11 designated holidays per year, plus four personal holidays.

TRANSPORTATION ALLOWANCE. \$650 per month (pending labor negotiations).

OPTIONAL DEFERRED COMPENSATION PLAN OPTIONAL FLEXIBLE SPENDING ACCOUNT (FSA)

FLEXIBLE/HYBRID WORK SCHEDULE. Available (subject to City Manager approval).

PAID PARENTAL LEAVE. After 6 months of City employment; up to 30 calendar days (160 hours) of PPL, taken in full-day increments, in connection with the birth, adoption, or foster placement of a child, up to the age of 17.



HOW TO APPLY

For first consideration, apply by **JANUARY 11** at:

WBCP JOB BOARD



SAVE THE DATES. Interviews will take place in person on **FEBRUARY 1** and **FEBRUARY 2**. Candidates must be available for both of these interview dates.

Please contact your recruiter, Wendi Brown, with any questions: wendi@wbcpin.com
541.630.0376 direct **866.929.WBCP (9227)** toll-free