

c a r e e r o p p o r t u n i t y

Director of Health & Human Services

COUNTY OF ALPINE | MARKLEEVILLE, CALIFORNIA

ANNUAL SALARY: \$137,772–\$168,472 DOE/DOQ

THE COUNTY OF ALPINE, A UNIQUELY SCENIC AND CLOSE-KNIT MOUNTAIN COMMUNITY, is seeking an experienced and strategic Director of Health and Human Services to lead its fully integrated human services agency, which includes Public Health, Behavioral Health, and Social Services. The Director will oversee a direct staff of four and an approximate FY 2025 budget of nine million with significant reserves. Responsibilities including strategic planning, fiscal management, program development, emergency response coordination, and interagency collaboration, with particular emphasis on cultivating and maintaining effective partnerships with local tribal communities and state and federal agencies. They will be expected to assume leadership responsibilities with efficiency and demonstrate the capacity to deliver immediate, strategic value to the organization. The ideal candidate will have a background in social services, and ideally child welfare. They will embody a servant leadership approach, maintain a strong balance of strategic vision and operational involvement, and lead effectively in both day-to-day operations and in response to complex and evolving community challenges. ***Thrive in a frontier environment where public service, community well-being, and resilience intersect, apply today!***





The Community

LOCATED HIGH IN THE SIERRA NEVADA AT OVER 5,000 FEET, Alpine County is one of California's best-kept secrets and least populous county, with about 1,200 residents spread across 743 square miles of stunning mountain landscape. With 96% of its land designated as public, the region offers unparalleled recreational opportunities—from skiing at Kirkwood and Bear Valley to hiking, fishing, and mountain biking along alpine lakes and forested trails. Nestled near Lake Tahoe and Yosemite National Park, Alpine County combines natural beauty with a peaceful, close-knit community lifestyle defined by clean air, open space, and strong cultural connections, particularly with the Washoe Tribe, who make up approximately 25% of the population and more than half of the Health and Human Services clientele. Alpine County's remote setting adds to its charm, offering four true seasons and fostering a resilient and adaptable community. With affordable housing, a safe and respectful civic culture, and core industries in public service, tourism, environmental stewardship, and health and human services, Alpine County is a hidden gem that blends meaningful living, peaceful surroundings, and endless outdoor adventure.

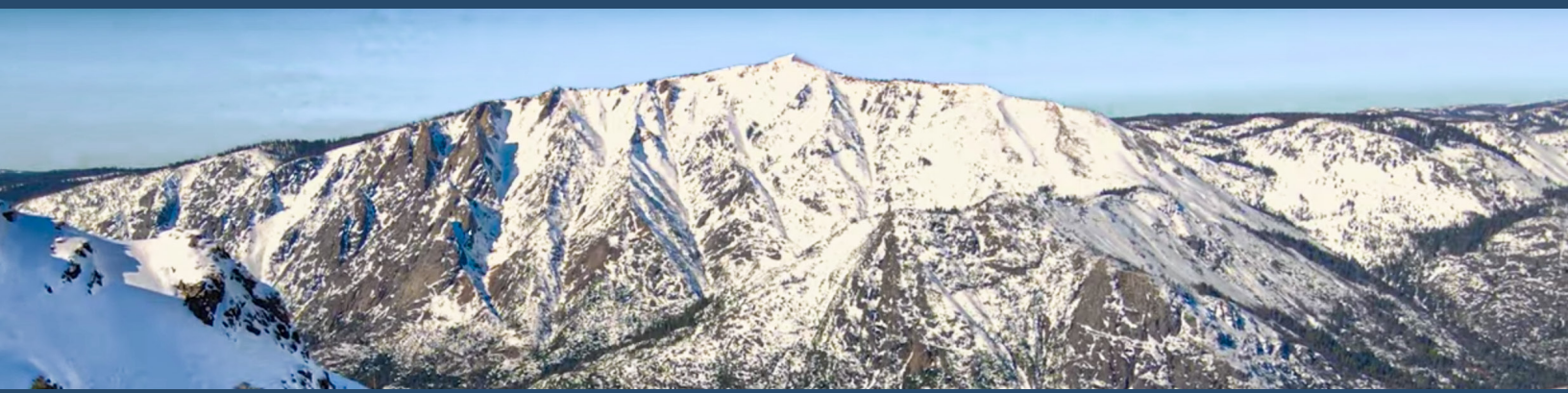


The Organization

THE COUNTY OF ALPINE IS GOVERNED BY A FIVE-MEMBER BOARD OF SUPERVISORS and is both the legislative and the executive authority of the County. Appointed by the Board of Supervisors, the County Administrative Officer is responsible for ensuring that County policies and procedures are carried out effectively, efficiently, and equitably. With 104 full-time staff and an approximate FY 2025 budget of \$50 million, the County's mission is to serve residents and guests to enhance their quality of life.

[LEARN MORE ABOUT THE COUNTY](#)

[VIEW THE COUNTY'S STRATEGIC PLAN](#)



The Department

THE HEALTH AND HUMAN SERVICES DEPARTMENT is an integrated super agency, formed by the unification of Public Health, Behavioral Health, and Social Services. The Department focuses on delivering preventative, community-based services. Key services include immunizations, child protective services, adult services, and public assistance programs. The Department also manages a Health Department Clinic that offers various medical services. Benefitting from a stable funding environment, the Department is supported by 22 staff and approximately \$13 million in countywide realignment allocations. With relatively low caseloads, the Department prioritizes stewardship, cultural humility, and meaningful client engagement, particularly during critical events such as wildfires, floods, and public health emergencies.

[LEARN MORE ABOUT THE DEPARTMENT](#)



The Job

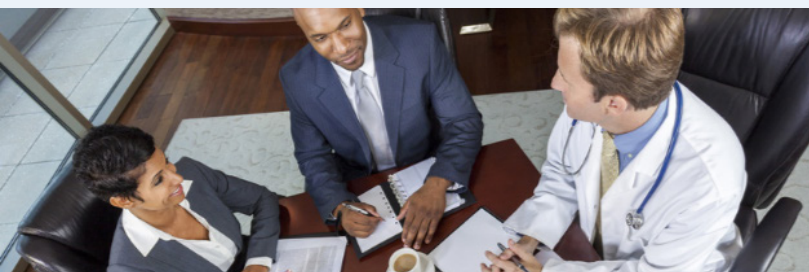
REPORTING TO THE COUNTY ADMINISTRATIVE OFFICER,

the Director of Health and Human Services provides overall leadership, policy direction, strategic planning, and fiscal preparation and management for the County's integrated Health and Human Services programs that include Public Health, Behavioral Health, and Social Services. This is a highly engaged, hands-on role that balances executive oversight with direct field involvement, including managing emergency shelters and participating in case management and home visits. They will oversee a direct staff of four that includes three deputy directors and an approximate FY 2025 budget of nine million with significant reserves. The Director works closely with tribal partners, community organizations, and County leadership to ensure services are tailored to the unique needs of the population, while also navigating complex state and federal mandates. Core responsibilities include developing and implementing policies and strategic initiatives, overseeing program evaluation and budgeting, navigating complex state and federal mandates, responding to public health and safety events, and ensuring compliance.



The Ideal Candidate

THE IDEAL CANDIDATE IS A SEASONED public sector executive with a strong foundation in human services. The selected candidate will have access to targeted training and the support from a qualified consultant to build capacity. This role requires a dynamic, hands-on leader who is adept at both strategic planning and operational execution, and who can effectively engage with staff, clients, and stakeholders in high-pressure situations, including natural disasters. They will seamlessly navigate between strategic policy development and active engagement in field operations. The successful candidate is expected to step confidently into the position and begin contributing, demonstrating a high degree of technical proficiency coupled with emotional intelligence. A strong commitment to servant leadership—emphasizing stewardship, collaboration, and integrity—is essential. They will confidently engage with state agencies and advocate for realistic implementation of mandates in small, rural jurisdictions. In addition, the ideal candidate is a proven leader with experience guiding organizations through periods of change, and can thoughtfully foster team cohesion and cultivate a strong, trust-based culture.



The ideal candidate will also demonstrate the following core competencies:

Visioning. Demonstrates the ability to develop and articulate a long-term strategic vision that aligns with community needs, departmental goals, and evolving state and federal mandates.

External Public Awareness. Effectively represents the department to external stakeholders, builds public trust, and enhances visibility through strong communication, outreach, and partnership-building.

Customer Service Orientation. Prioritizes responsive, respectful, and equitable service delivery by ensuring programs are accessible, client-focused, and culturally competent—particularly in meeting the unique needs of tribal and rural populations.

High Standards. Sets and upholds rigorous performance and ethical standards, fostering accountability, transparency, and continuous improvement across all operations.

Financial Acumen. Aligns resources with program goals, ensuring fiscal responsibility, compliance, and sustainable service delivery through informed financial decision-making.



MINIMUM QUALIFICATIONS

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Bachelor's degree from an accredited college or university with major coursework in public administration, public health, social services, psychology, or a related field.

Experience: Eight (8) years of increasingly responsible experience managing the operations, services, and programs of a comprehensive health and Health and Human Services agency, including three (3) years in a senior management capacity.

DESIRED

Experience: Background in child welfare.





Salary & Benefits

The annual salary is **\$137,772–\$168,472 DOE/DOQ**, **PLUS** a generous benefits package:

Health Insurance: The County provides medical, dental and vision coverage for employees with co-payment by employee dependent on family status.

Vacation: Accrued at the rate of 6.67 hours per month, or 10 vacation days per year and increases based on completed years of service.

Administrative Leave: 80 hours per year at 0–10 years of service.

Sick Leave: Earned at the rate of 8 hours per month.

Holidays: 15 paid holidays per year.

Retirement: Participation in the California Public Employee Retirement System (PERS), 2% at 62 plan for new members.

Deferred Compensation: The County has a voluntary deferred compensation program.

The Golden State Finance Authority's Down Payment Assistance Program is available for Alpine County Employees.

[VIEW PROGRAM INFORMATION](#)



How to Apply

For first consideration, apply by **MAY 28** at:

[WBCP JOB BOARD](#)



CLICK
BUTTONS

SAVE THE DATES

Round one virtual interviews will take place virtually on **JUNE 12**.
Round two in-person interviews will take place on **JUNE 30**.
Selected candidates must be available for both dates.

QUESTIONS? Please contact your recruiter, Richard Kuhns, with any inquiries: richard@wbcpinc.com
866.929.WBCP (9229) toll free | **541.664.0376** direct