

This recruitment is managed by



c a r e e r   o p p o r t u n i t y

# HEALTH SERVICES AGENCY DIRECTOR

COUNTY OF SANTA CRUZ | SANTA CRUZ, CA | SALARY: \$214,323–287,123 DOE/DOQ



**T**HE COUNTY OF SANTA CRUZ seeks an inclusive, engaged, and adaptable **Health Services Agency Director** to lead our health services programs that promote, protect, and ensure access to services to support the health, recovery, and well-being of all in Santa Cruz County. The Director will be a professional administrator, with demonstrated experience overseeing multi-million-dollar, complex budgets and funding streams, and ideally has experience in health center, behavioral health, public health and/or environmental health programs. This leader will cultivate a culture valuing diversity, equity and inclusion, and find ways to connect with vulnerable populations, removing barriers to healthcare access. The successful candidate is strategic, a relationship builder, politically savvy, and an exceptional advocate for those we serve. The ideal candidate will look for ways to improve programs and access to services through listening and understanding. Apply today to become a part of our Santa Cruz County executive team, helping us achieve our mission of an open and responsive government, delivering quality, data-driven services to strengthen our community and enhance opportunities.

# the COUNTY/COMMUNITY

**SANTA CRUZ COUNTY** has approximately 256,100 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests, and rich farmland. The County enjoys an ideal Mediterranean climate with low humidity and approximately 300 days of sunshine a year. The County's strong local economy is anchored by technology, agriculture, and tourism. The area's unique shops and restaurants, coupled with a multitude of cultural and recreational activities including theatre, music and art, as well as golfing, surfing, hiking, and biking, offer a wealth of leisure activities. There are numerous local higher education institutions including Cabrillo College and the University of California, Santa Cruz, with two additional state universities less than an hour away. These elements make Santa Cruz County a great place to live, work, and play!



CLICK LINKS 

The County has four incorporated cities and an **annual budget** of \$1.23 billion and approximately 2,700 employees, who provide services to the public through 20 departments. In 2018, the Board of Supervisors adopted the County's first **strategic plan**, which established a vision of the County as a healthy, safe, and more affordable community, which is culturally diverse, economically inclusive, and environmentally vibrant. The strategic plan is being implemented through the County's operational plan containing specific, measurable, attainable, relevant, and time-bound objectives for achieving the County's goals and strategies. **CLICK HERE** to view both plans and learn about our mission, vision and values.

# the AGENCY

CLICK  
LINK 

**T**HE HEALTH SERVICES AGENCY (HSA) is comprised of five program areas: Behavioral Health, Clinic Services, Environmental Health, Public Health, and Administration. HSA is committed to providing services that meet the needs of the community through health education, advocacy, planning, and clinical services designed to promote and protect the health of our citizens. HSA interprets and follows regulations implemented by federal, state and local agencies, and administers policy at the direction of the Board of Supervisors.



# the JOB

**T**HE HEALTH SERVICES AGENCY DIRECTOR is an at-will position reporting to the County Administrative Officer, supporting 8 direct and 659 staff, with a recommended budget of approximately \$304 million (**fiscal year 25–26**). This position is responsible for the overall policy, programs, goals, and success of the department, utilizing their in-depth understanding of the social and economic challenges that impact social determinants of public, mental, and environmental health. This position has a strategic and critical role in collaborating with emergency management departments and professionals, cities, foundations, committees, community-based organizations, businesses, educational institutions, and the community-at-large to set local priorities. The HSA Director provides vision, overseeing the design, performance and outcomes of programs, and provides administrative oversight of personnel, finance, MIS and facilities.

 CLICK  
LINK

# our IDEAL CANDIDATE

**THE IDEAL CANDIDATE BRINGS EXTENSIVE EXPERIENCE** as a health services professional, will serve as a voice for the health care needs in our community, and is a creative and innovative problem solver. We need a forward-thinking, politically savvy, communicative, and collaborative executive partner supporting and empowering staff. This leader will cultivate a culture valuing diversity, equity and inclusion, finding ways to connect with marginalized communities and removing barriers to healthcare access. The ideal candidate has a high level of emotional intelligence, demonstrating diplomacy and the ability to leverage the strengths of our community partners, successfully building relationships with all groups within our community and across the County organization.

## The Ideal Candidate...

### LEADERSHIP

- ▶ Values the importance of connecting and building trust with community partners.
- ▶ Collaborates across County departments.
- ▶ Is an effective facilitator who works well with conflict and unites differences.
- ▶ Is a health visionary and effectively communicates that vision both internally and externally.
- ▶ Takes assertive action to improve health equity in communities served.
- ▶ Demonstrates empathy and compassion.
- ▶ Builds capacity and trust.
- ▶ Represents and advocates for the health needs of all.
- ▶ Empowers employees and creates a positive and rewarding work environment.
- ▶ Retains, develops, and creates growth opportunities for staff.

- ▶ Leads with integrity, transparency and ethical behavior.

### COMMUNITY PARTNERSHIPS / LEGISLATIVE AFFAIRS

- ▶ Collaborates with local community-based partners and healthcare providers.
- ▶ Is an inclusive planner and identifier of service gaps across communities.
- ▶ Improves public understanding of County behavioral and public health services.
- ▶ Monitors legislation and engages decision makers on recommended policy change.
- ▶ Develops and maintains a close partnership with the criminal justice community.
- ▶ Monitors innovation nationally to improve cost and replication effects.
- ▶ Is policy and business minded.

### FISCAL / OPERATIONAL ACUMEN

- ▶ Has the capacity to move viable ideas forward and expand opportunities for public-private partnerships.
- ▶ Has the ability to oversee a complex and large budget, programmatic funding streams, and leverage funds and resources to maximize revenues.
- ▶ Keeps abreast of best practices, including use of technology to improve efficiency and capacity.
- ▶ Is proactive in program development that addresses community needs.
- ▶ Implements creative resource development through grants, partnerships and blended funding.
- ▶ Evaluates and ensures programs, operations, and organizational structure to adequately support strategic objectives.

# EMPLOYMENT STANDARDS

- ▶ Four years of broad and extensive, high level administrative or management experience that would demonstrate possession or application of the knowledges and abilities listed in **job specification** which must have included at least two years of experience in a public health agency or administrative work related to health care programs.
- ▶ Possession of a valid California driver license, or the ability to provide suitable transportation which is approved by the appointing authority.
- ▶ A Master's degree in health administration or a related field is desirable but not required.

CLICK LINK 



## UPCOMING OBJECTIVES

**FEDERAL ADMINISTRATION POLICY CHANGES.** HSA will actively monitor policy changes under the new federal administration, including shifts in healthcare funding, Medicaid/Medi-Cal regulations, and public health priorities, as they are anticipated to significantly impact county health services.

**STATE BEHAVIORAL HEALTH INITIATIVES.** Align County efforts with State mandates and position the County to benefit from program changes. Expand access to behavioral health care to support residents and reduce community impacts. Equip clinical, administrative, and analytic/IS personnel to operate and transform the system of care. Establish a financial sustainability plan for the County's behavioral health system.

[VIEW ADDITIONAL INFORMATION](#)

CLICK BUTTON 

# SALARY & BENEFITS

Annual Salary: \$214,323–\$287,123 DOE/DOQ

**MEDICAL, DENTAL, AND VISION** Various, robust plans are available with the County contributing generously towards the total cost of the plans.

**RETIREMENT AND SOCIAL SECURITY** Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average

compensation of three years. County participates in Social Security.

## LIFE INSURANCE AND LONG-TERM DISABILITY PLAN

County paid \$100,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long-term disability plan that pays 66 2/3 % of the first \$13,500, up to \$9,000 per month maximum benefits.

**ADMINISTRATIVE LEAVE** In addition to competitive vacation and sick leave accruals, the County provides an initial credit of one week of administrative leave at the time of appointment, plus an additional two weeks of administrative leave accrued each year. Administrative leave balance may be cashed out or used as time off.

VIEW ADDITIONAL BENEFITS INFORMATION

FOR FULL DETAILS

CLICK  
BUTTONS 



## HOW to APPLY

For first consideration, apply by **JUNE 9** at:

**WBCP JOB BOARD**

CLICK  
BUTTON 

**SAVE THE DATES!** Round one virtual interview will take place on **JUNE 26**. Round two in-person interviews will take place on **JULY 15**. Selected candidates must be available for both dates.

**QUESTIONS?** Please contact your recruiter, Richard Kuhns, with any inquiries: 866.929.WBCP (9227) toll free | 541.664.0376 direct | [richard@wbcpinc.com](mailto:richard@wbcpinc.com)