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C A R E E R O P P O R T U N I T Y

County Health Officer

COUNTY OF SAN LUIS OBISPO, CALIFORNIA

ANNUAL SALARY: \$236,016.60–\$316,305.60 DOE/DOQ

THE COUNTY OF SAN LUIS OBISPO, CALIFORNIA, is seeking a visionary and mission-driven physician leader to apply for the pivotal role of **County Health Officer**, the County's chief medical authority, at an exciting time of innovation and progress across its public health system. Appointed by and reporting directly to the Board of Supervisors, the Health Officer serves as the trusted medical voice for the community, shaping policies that safeguard and advance the health of more than 280,000 residents. This highly visible leadership role offers the opportunity to guide evidence-based decision-making, strengthen emergency preparedness and response, and champion forward-thinking public health strategies that make a lasting impact.

The Health Officer works at the center of a dynamic network partnering with County leadership, hospitals, emergency medical services, and community stakeholders to drive coordinated, responsive, and equitable health solutions. This is a role for a respected physician who brings deep expertise in public health and population health systems, understands the policy landscape, and builds strong, collaborative relationships that inspire trust and action. ***Provide trusted medical leadership and strengthen public health across San Luis Obispo County, apply today!***



The Community

LOCATED MIDWAY BETWEEN SAN FRANCISCO and Los Angeles, San Luis Obispo County is known for its natural beauty, strong sense of community, and laid-back Central Coast lifestyle. The county's rolling vineyards, scenic coastline, historic downtowns, and welcoming small-town atmosphere offer residents a lifestyle that seamlessly blends outdoor recreation, performing arts and live entertainment venues, and everyday comfort. Home to approximately 280,000 residents across about 3,300 square miles, San Luis Obispo County features nearly 100 miles of coastline and countless recreational opportunities, including hiking, biking, surfing, kayaking, and beach activities. Iconic destinations such as Hearst Castle, Morro Bay, and Pismo and Avila Beaches, along with diverse dining options, farmers markets, and a vibrant arts and live music scene, provide year-round activities for individuals and families alike. Situated along Highway 101 and just minutes from the Pacific Ocean, the region has access to major metropolitan areas while maintaining a distinctly relaxed feel. The local economy is supported by agriculture and viticulture, tourism and hospitality, higher education anchored by Cal Poly University, healthcare, and a growing clean technology and entrepreneurial sector.

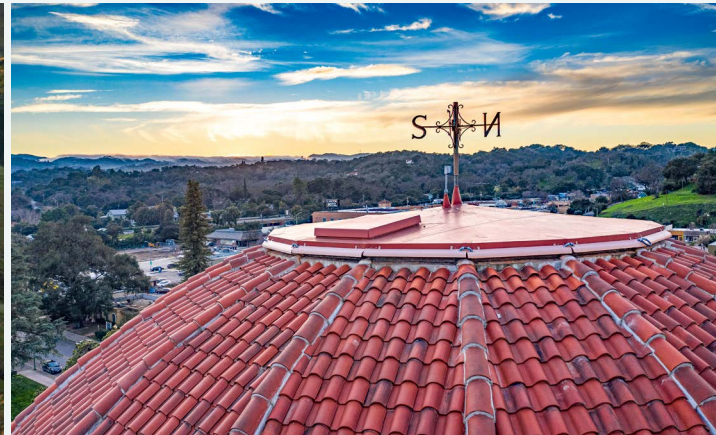


The County

THE COUNTY OF SAN LUIS OBISPO was established in 1850 as one of California's original 27 counties and is governed by a five-member Board of Supervisors that sets overall policy direction. Supported by the Chief Executive Officer who oversees day-to-day operations, the County delivers 700+ public services that support the health, safety, and well-being of residents. While certain services, such as land-use planning, road maintenance, and law enforcement, are provided specifically to unincorporated areas, many County programs function as extensions of the State and are available to residents throughout both incorporated cities and unincorporated communities. The County operates with a FY 2026 general fund budget of approximately \$817 million and 2,800+ employees.

LEARN MORE ABOUT THE COUNTY & OUR MISSION, VISION, AND VALUES





The Public Health Department



THE PUBLIC HEALTH DEPARTMENT IS DEDICATED TO PROMOTING, preserving, and protecting the health and well-being of residents throughout the county. With approximately 203 staff and an annual operating budget of \$47 million, the Department delivers a comprehensive range of essential public health services, including disease surveillance and prevention, immunizations and communicable disease control, emergency medical services and public health preparedness, environmental health protection, maternal and child health programs, health education, and community health planning. The Department collaborates with healthcare providers, community organizations, and state partners to prevent illness, address health disparities, and ensure safe, healthy environments for all who live, work, and visit San Luis Obispo County. The Health Officer provides medical consultation, statutory enforcement of health laws, and serves as a public health advocate and liaison between the County, state and federal agencies, medical professionals, and the community.

The Job

REPORTING DIRECTLY TO THE BOARD OF SUPERVISORS, the County Health Officer serves as the County's Chief Medical Officer and trusted public health authority, working closely with the Board to advance established priorities and provide independent medical guidance on public health matters. The Health Officer provides medical leadership to protect and promote population health across San Luis Obispo County, offering expertise in communicable disease prevention, environmental health, emergency preparedness, and broader community health initiatives. In partnership with the Public Health Director, emergency medical services, hospitals, behavioral health leadership, and other healthcare providers, the Health Officer ensures coordinated, evidence-based approaches to population health protection, with particular attention to underserved and vulnerable populations. When necessary to safeguard public well-being, the Health Officer may issue health advisories or orders consistent with state authority and serves as the local registrar of births and deaths. In this highly visible role, the Health Officer represents the County in regional and community forums, fostering public trust and confidence in the County's public health system.

PROJECTS & INITIATIVES

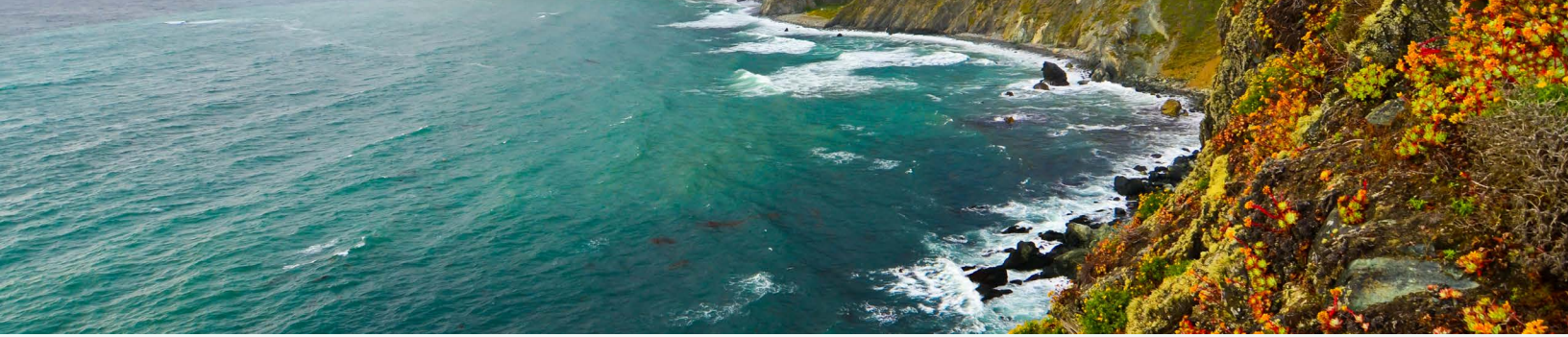
KPMG OPERATIONAL IMPROVEMENTS.

Supporting implementation of Board-approved recommendations from a recent KPMG review to strengthen public health operations, accountability, and system performance.

EVOLVING PUBLIC HEALTH CHALLENGES.

Providing medical leadership to address emerging health priorities, shifting state and federal requirements, and ongoing population health needs across the community.





The Ideal Candidate

THE IDEAL CANDIDATE IS A HIGHLY RESPECTED PHYSICIAN LEADER with deep expertise in public health and population-based health systems. They possess a comprehensive understanding of county emergency operations and established response protocols, and they excel at translating complex medical and epidemiological data into clear, actionable public policy and community health strategy. This leader brings credibility, sound judgment, and the ability to guide critical decisions that protect and strengthen the health of the entire community. Politically astute and collaborative, the successful candidate works effectively within the policy direction of the Board of Supervisors while exercising sound, independent medical judgment. They actively engage and collaborate with the broader medical community, including hospitals, healthcare providers, emergency medical services, and regional partners, recognizing the critical intersections across systems. The ideal Health Officer demonstrates the ability to collaborate effectively with behavioral health clinical operations to ensure coordinated care and an integrated public health response. Comfortable in a highly visible public role, this leader builds trust with stakeholders, communicates with clarity during times of uncertainty, and strengthens credibility in the County's public health leadership.

The ideal candidate will demonstrate the following core competencies:

Technical Expertise: Applies advanced medical and public health knowledge to guide evidence-based decision-making in communicable disease control, emergency response, environmental health, and population health protection.

Political Acumen: Navigates complex policy environments with sound judgment, working effectively with the Board of Supervisors and diverse stakeholders while maintaining independent medical authority.

External Public Awareness: Serves as a visible and credible public health leader, communicating clearly with the community, media, and healthcare partners to build trust and confidence during routine operations and public health events.

Mission Focus: Demonstrates a strong commitment to protecting and improving population health, with particular attention to underserved and vulnerable communities, and equitable access to care.

MINIMUM QUALIFICATIONS

- Eligibility for appointment as a County Health Officer under California Health and Safety Code requirements, including **A:** possession of a medical degree from an accredited medical school, **AND B:** possession of a valid license to practice medicine in the State of California. In addition, four years of progressively responsible full-time experience in the practice of medicine, including at least two years of experience in public health practice in a local, state, federal or comparable public health organization, with responsibility for program leadership, supervision or management.
- **License:** When driving is an essential function of the position, a valid California driver's license will be required at the time of appointment and must be maintained throughout employment.

HIGHLY DESIRABLE

Board certification or eligibility in preventive medicine, family practice, internal medicine, pediatrics, psychiatry, or a related specialty is highly desired.

SPECIAL NOTE: This position may require evening, weekend, and holiday work in response to public health needs or emergencies.





Salary & Benefits

Annual Salary: **\$236,016.60 – \$316,305.60 DOE/DOQ**,
PLUS an attractive benefits package that includes:

- Medical, Dental, and Vision Insurance
- Participation in the San Luis Obispo County Pension Trust Retirement Fund
- Deferred Compensation Plan + Match
- Flexible Spending Section 125 Plans
- Paid Holidays
- Paid Personal, Sick, and Vacation Days
- Employee Assistance Program
- Education & Wellness Allowance
- Life Insurance
- Post Employment Health Plan
- Up to \$5,000 relocation reimbursement

Depending on your position, you may be eligible for additional benefits. The position is included in Bargaining Unit 09.

**LEARN
MORE**



How to Apply

For first consideration please apply by **APRIL 20** at:

WBCP JOB BOARD



SAVE THE DATES. Round one virtual interviews will take place on **MAY 13**. Finalists will move forward to round two in-person interviews with the Board of Supervisors on **JUNE 5**. *Selected candidates must be available for both interview dates.*

QUESTIONS?

Please contact your recruiter, **Terri Maus-Nisich**, with any inquiries:

866.929.WBCP (9227)
toll free

541.664.0376 direct

terri@wbcpinc.com

