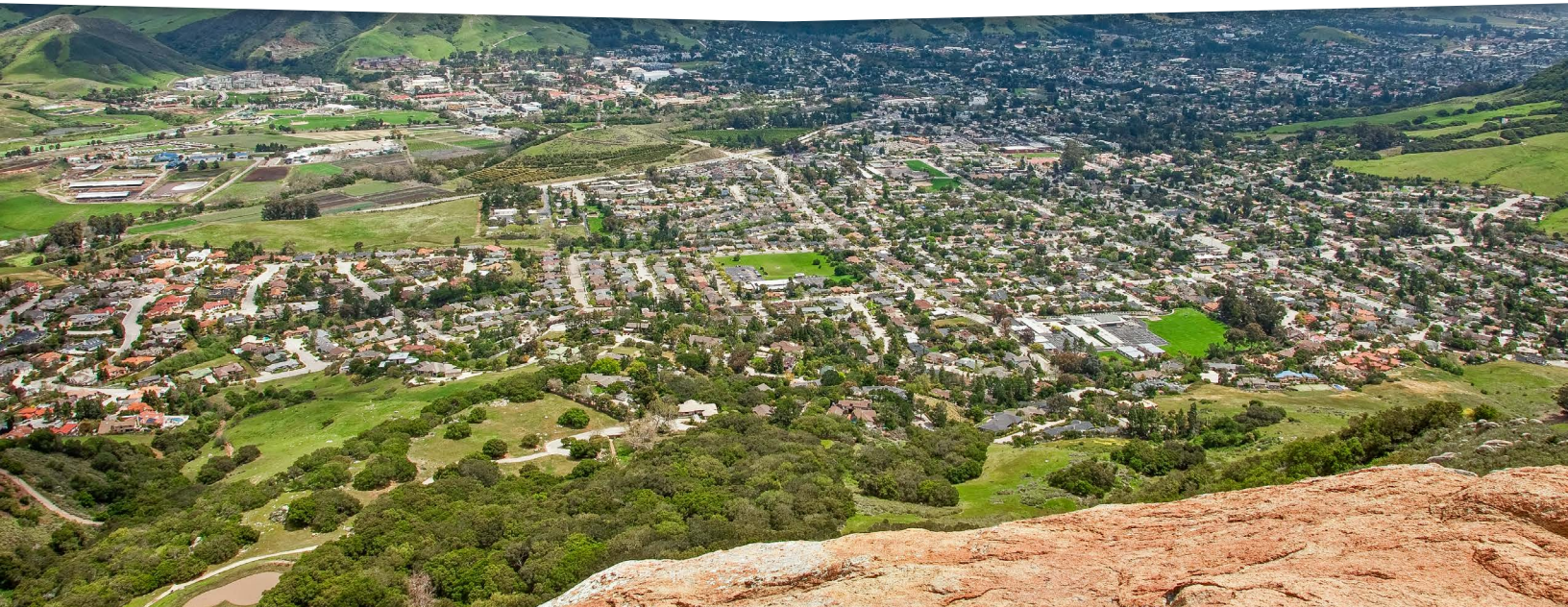


This recruitment is managed by



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

# Public Health Director

**COUNTY OF SAN LUIS OBISPO, CALIFORNIA**

**ANNUAL SALARY: \$206,606.40-\$276,910.40 DOE/DOQ**

**T**HE COUNTY OF SAN LUIS OBISPO, CALIFORNIA, is seeking an innovative and collaborative Public Health Director to lead its Public Health Department as the County advances strategic improvements across its public health system. This is a unique opportunity to strengthen organizational effectiveness, financial sustainability, and service delivery across a broad portfolio of programs serving residents and vulnerable populations countywide. The Public Health Department has approximately 203 staff and an annual budget of \$47 million, guiding operational performance and cross-sector collaboration. The ideal candidate is a seasoned public health leader with demonstrated success managing complex public-sector systems. This leader brings strong fiscal expertise, experience overseeing public agency budgets, and the ability to align resources with evolving mandates and community needs. Steady and solutions-oriented, they move key initiatives forward, mentor staff, strengthen morale, and build productive partnerships that support long-term population health outcomes.

***Lead change, strengthen systems, and advance community health, apply today!***



# The Community

**L**OCATED 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

**T**HE 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 Job

**R**EPORTING TO THE CHIEF EXECUTIVE OFFICER, the Public Health Director provides executive leadership for the Public Health Department, as well as directing operations, fiscal administration, personnel management, and program performance across all public health services. The Director guides financial forecasting, grant oversight, and contract management, including emergency medical services agreements, while ensuring compliance with state and federal mandates and aligning resources with strategic priorities. They work collaboratively with healthcare providers, managed care organizations, behavioral health leadership, public safety partners, educational institutions, and community-based organizations, and may oversee additional internal divisions as needed to ensure coordinated and efficient service delivery. Serving as a key advisor to the Board of Supervisors and County leadership, the Public Health Director advances operational and fiscal improvements, strengthens accountability and organizational stability, and guides the Department through an evolving regulatory and funding environment.

## PROJECTS & INITIATIVES

**INDIGENT CARE & FEDERAL POLICY CHANGES.** Navigating evolving federal healthcare policies that impact indigent care funding and service delivery, requiring innovative approaches to maintain access while ensuring fiscal responsibility.

**PUBLIC HEALTH LABORATORY SUSTAINABILITY.** Addressing ongoing laboratory operating deficits by identifying alternative revenue streams, strengthening partnerships, and improving financial performance.

**OPERATIONAL & FISCAL IMPROVEMENT IMPLEMENTATION.** Advancing Board-approved recommendations from a comprehensive KPMG review to strengthen administrative processes, improve efficiency, and enhance financial oversight.

**ORGANIZATIONAL CULTURE & STAFF SUPPORT.** Strengthening morale and rebuilding stability within the Department by fostering positive leadership, enhancing management support structures, and promoting accountability and staff development.



# The Ideal Candidate

## **T**HE IDEAL CANDIDATE IS A SEASONED AND COLLABORATIVE PUBLIC HEALTH LEADER

with demonstrated experience developing and managing complex public agency budgets and strategically allocating resources to maximize impact. A proactive change agent, they move critical projects forward, advance Board-directed organizational initiatives, and guide the Department through organizational and financial transition with stability and focus. The successful candidate brings strong expertise in contract administration and cross-system coordination, including Animal Services, Public Guardian, emergency medical services, fire and ambulance providers, environmental health, and healthcare partners. A steady and positive presence, this leader mentors and supports staff, fosters accountability, and brings new energy to strengthen morale and performance. An effective motivator, they build productive relationships with healthcare providers, the business community, and cross-sector partners, promoting collaboration and shared responsibility for community health outcomes. This strategic, solutions-oriented leader balances operational excellence with long-term sustainability while positioning the Department for continued success.

## *The ideal candidate will demonstrate the following core competencies:*

**Financial Acumen:** Demonstrates strong expertise in public sector budgeting, financial forecasting, grant management, and contract oversight to ensure responsible stewardship of resources and long-term fiscal sustainability.

**Team Management & Development:** Leads, mentors, and develops a diverse workforce, fostering accountability, performance excellence, and a supportive culture that strengthens morale and succession planning.

**Change Management:** Guides the Department through organizational, operational, and fiscal transitions with clarity and stability, advancing strategic initiatives and building buy-in across stakeholders.

**Positive Impact:** Aligns programs and partnerships to improve health outcomes for the entire community while addressing the needs of vulnerable populations and advancing equitable access to services.



# MINIMUM QUALIFICATIONS

A combination of education, training, and experience resulting in the required knowledge, skills, and abilities. An example of qualifying education and experience includes:

**Education:** Possession of a master's degree from an accredited four-year college or university in public health, public administration, health administration, or a closely related field.

**Experience:** Three (3) years of progressively responsible administrative or management experience in public health or healthcare, including two (2) years in a management role.

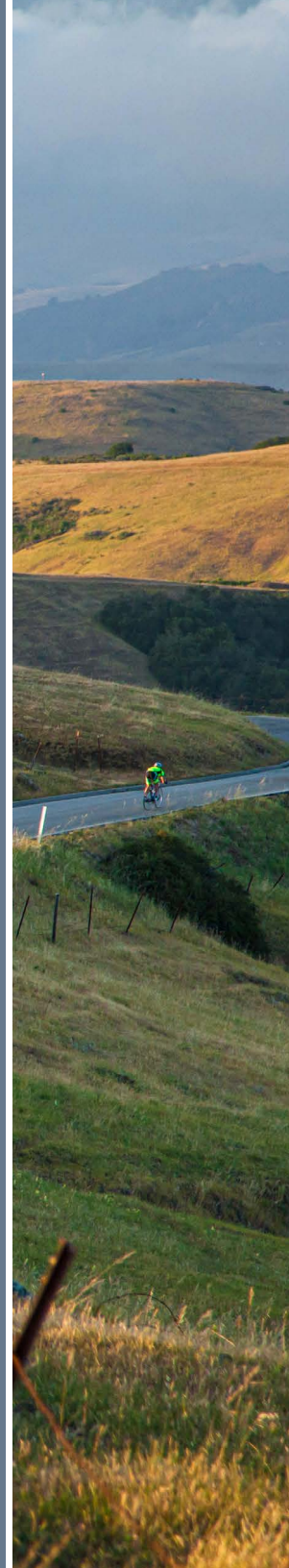
**License:** When driving is an essential function of the position, a valid California driver's license will be required at the time of appointment and must be maintained throughout employment.

## HIGHLY DESIRABLE

Experience in one or more of the following areas is highly desirable: communicable disease control, environmental health, emergency preparedness, maternal and child health, chronic disease prevention, community health assessment or health equity initiatives.

## SPECIAL NOTES:

- This position may require evening, weekend, and holiday work in response to public health needs or emergencies.
- The role may assume responsibilities associated with the Public Guardian function, which requires completion of 40 hours of state-mandated continuing education every four years. While statutory authority rests with the Director, certain day-to-day responsibilities may be delegated to appropriate staff.



# Salary & Benefits

Annual Salary: **\$206,606.40 – \$276,910.40 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 27** at:

**WBCP JOB BOARD**



**SAVE THE DATES.** Round one virtual interviews will take place on **MAY 20**. Finalists will move forward to round two in-person interviews 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](mailto:terri@wbcpinc.com)**

