

County of
Santa Clara



**Director, Public Health
Nursing Services**



RECRUITMENT SERVICES PROVIDED BY RALPH ANDERSEN & ASSOCIATES

The Opportunity

The County of Santa Clara is recruiting nationally for an experienced Director, Public Health Nursing Services who is a dynamic, innovative, visionary, and highly collaborative leader. With a dedicated team of approximately 200 full-time staff, this position reports to the Public Health Officer and oversees clinical nurse management and all nursing personnel for the Department. The Nursing Services budget is approximately \$51 Million. The ideal candidate will have a current California Registered Nurse license at the time of start date and possess and maintain a valid California Public Health Nurse Certificate. This is an outstanding opportunity to join a team of dedicated and talented public healthcare professionals with a passion for providing the highest standards of care. This is an exciting and challenging career opportunity for a highly qualified individual capable of providing effective leadership to a diverse staff and a broad array of maternal, child, and family health programs.

Santa Clara County

Santa Clara County is Silicon Valley; it is home to some of the world's most innovative and prosperous companies in the world. Located on the south end of the San Francisco Bay, Santa Clara County enjoys a delightful climate and cultural amenities like no other. Approximately 2 million residents enjoy living in areas from the dense and urban San José to the quaint and idyllic Los Gatos. San Francisco lies less than 50 miles north, Napa Valley beyond that, and Monterey to the south.

Home to over 25 colleges and universities, including Stanford University and San Jose State University, Santa Clara County has a rich culture that values education and professional development. In addition to the numerous colleges and universities supporting a strong, diverse workforce, Santa Clara County has an unparalleled collection of highways, runways, and railways that lead to regional, national, and international business centers.

The Organization

Santa Clara Valley Health and Hospital System (SCVHHS), is an integrated health agency for the County. SCVHHS is comprised of the departments of Behavioral Health, Public Health, Community Health Services, Valley Health Plan, Custody Health, and Valley Medical Center, a large teaching hospital. SCVHHS recently acquired O'Connor Hospital and St. Louise Hospital in South County, as well as a comprehensive network of clinics and ambulatory care services throughout the County. SCVHHS has a

total budget of \$3.8 billion and employs a staff of 9,460 FTE's. SCVHHS is committed to providing leadership in developing and promoting a healthy community through a planned, integrated health system offering prevention, education, care treatment, and recovery programs to all residents of the County of Santa Clara, regardless of ability to pay. SCVHHS provides a wide range of primary and specialty health services and oversees public programs for the health and well-being of County communities. The integrated health system has developed a strategic road map, commonly known as "Better Health for All," to guide the implementation and change process to succeed in post-national health reform. The strategic road map outlines core objectives called "Triple Aim Plus," and the expected outcomes to better serve County residents.

The Position

The Director, Public Health Nursing Services is an Executive Leadership position reporting to the Public Health Officer. This public health nursing executive will be responsible for planning, organizing, coordinating, and evaluating the Maternal, Child and Family Health (MCFH) Branch programs and functions. The MCFH Branch is one of the three content-rich branches in the Public Health Department, and currently includes both large direct service programs such as Women Infants and Children (WIC) and California Children Services (CCS), as well as health education/advocacy/empowerment programs (Black Infant Health, Oral Health), and several public health nursing rich support programs (Nurse Family Partnership, Health Care Program for Children in Foster Care, Transition of Care Program, and general public health home visiting). As Director, Public Health Nursing Services, the position also provides oversight for public health nursing practices for public health nurses working throughout the Department.

Key Areas of Responsibility

Vision and Direction: Further develop and enhance the overall impact of the Branch and its programs in the context of current and future needs, strengths, and challenges. Keeps abreast of new trends and developments related to maternal and child health, public health nursing, and racial and health equity.

Executive Leadership: Collaborate with executive colleagues in the establishment and execution of the Department's goals and objectives, including budget, strategies, policies, and procedures.



Organizational Excellence: Use data and best practices to direct and monitor the impact of the Branch and its programs. Direct and lead subordinate managers in the development, maintenance, and evaluation of programs and staff performance.

Collaboration: Lead cross-organization, County, and community collaboration to respond to emerging needs and to develop new opportunities to promote maternal, child, and family health.

Public Health Nursing Practice: Oversee the professional development of the Department's public health nursing personnel, including adherence to appropriate licensure and certification. Oversee deployment of public health nursing staff in the event of an emergency/disaster.



Challenges and Opportunities

- Leading the strategic revisioning, and advancement of a large, multi-faceted branch to achieve demonstrable and measurable outcomes;
- Engaging and collaborating with diverse stakeholders and communities to promote the health and well-being of the County's maternal and child health population; and
- Securing and managing complex and varied funding streams, including expanding resources to address unmet and emerging needs.



The Ideal Candidate

The ideal candidate will be a progressive, highly experienced Public Health Nursing professional who enjoys working in a fast-paced and complex environment. The successful candidate will be expected to have a proven track record in performing clinical duties and supervising staff while maintaining an effective team approach to accomplishing the mission of the County of Santa Clara Public Health Department. The selected candidate will be of the highest personal and professional integrity who will promote a sense of credibility, trust, and collaboration with Public Health Nursing Services, other departments, and stakeholders.

The ideal candidate will also possess a professional history that demonstrates the following experience & leadership competencies:

- Actively seeks opportunities to improve the status quo;
- Mentors and coaches managers, peers, and leaders;
- Integrates data from many sources before drawing conclusions and taking actions;
- Effectively communicates with internal and external partners, as well as representatives from the media;
- Demonstrates an understanding of multiple stakeholder needs;
- Highly collaborative and strong interpersonal skills – can negotiate well, settle differences, and maintain relationships;
- Experience interpreting and implementing State or Federal healthcare legislation and regulations;
- Experience working within a large, complex, and fast-paced culture;
- Good management experience;
- Budget/administrative experience;
- Strategic planning experience with the ability to help shape a vision of the future and then implement;
- Data/research; strong written and presentation skills;
- Strong organized labor expertise – collective bargaining; and
- Race and health equity experience – vulnerable marginalized people.

Minimum Qualifications

Education: Graduation from an accredited Master's degree program in Public Health Nursing, Nursing Administration, Health Administration, or a related field is highly desired.

Experience: Five years of experience as a registered public health nurse, which must have included three years of management and administrative experience. Knowledge of personnel, administrative, and financial procedures, techniques, terminology, and procedures of sound management is required.

Licenses: Possession of a current and valid Registered Nurse License issued by the California Board of Registered Nursing is required. Candidates must possess and maintain a valid California Public Health Nurse Certificate prior to the start date of employment with Santa Clara County.



The Compensation

The salary range for the Director, Public Health Nursing Services is up to \$243,625 dependent upon qualifications that will be based upon the selected candidate's experience. An outstanding benefit package is also offered including medical, dental, vision, and life insurances, as well as 36 days of vacation per year. Retirement is CalPERS (2% @ 55 for Classic Members and 2% @ 62 for New Members). Moving and relocation expenses are included in the employment offer. Further details are available through Ralph Andersen & Associates.

To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established.

This recruitment is open until filled; however, all interested candidates should apply by **Monday, June 15, 2020** to Ralph Andersen & Associates at apply@ralphandersen.com and should include a compelling cover letter and comprehensive resume. Top candidates will be invited for a comprehensive interview. The new Director, Public Health Nursing Services is expected to join the organization in July 2020, or at a mutually agreed upon date.

For further information or questions on the recruitment process, please contact Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

*The County of Santa Clara is an Equal Opportunity Employer
and values diversity at all levels of the organization.*