Monterey County
announces an
employment opportunity for

DIRECTOR OF HEALTH SERVICES
Monterey County is seeking an experienced and resourceful health services executive to become the county’s new Director of Health Services.

The Region

The Monterey County area, with its moderate Mediterranean climate, is a diverse community set in a picturesque coastal location. Miles of beautiful beaches, spectacular mountain ranges, and groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 400,000 residents and the numerous tourists who visit the area year-round. Monterey County boasts such world-renowned attractions as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row and the Steinbeck Center. It’s also home to many world-famous golf courses including Pebble Beach, Spanish Bay, and Poppy Hills. The County hosts annual events such as the Monterey Jazz Festival, Sea Otter Classic, Concours d’Elegance and the California Rodeo in Salinas.

The Monterey Peninsula has been called the greatest meeting of land, sea and sky and is recognized as an ideal vacation and business destination. Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California’s 58 counties and has an economy largely based on agriculture and tourism. The Salinas Valley, known as the “salad bowl of the nation”, abounds with lush produce fields and thriving vineyards. There are several major educational institutions including California State University at Monterey Bay (CSUMB), Middlebury Institute of International Studies at Monterey (formerly the Monterey Institute of International Studies), the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College and Hartnell College in Salinas.

County Government

Monterey County has over 5,000 dedicated employees with an annual budget of over $1.2 billion for all operating funds. This is a “general law” county, and the governing body is the Board of Supervisors, which is comprised of an elected representative from each of the five voting districts within the County.

The Health Department

The Health Department is responsible for protecting the health of the entire County community. The Department accomplishes this through the provision of services and programs by seven key divisions: Animal Services, Behavioral Health, Clinic Services, Environment Health, Emergency medical Services, Public Guardian/Administrator and Public Health. The Department is the largest provider of primary care of medical services and behavioral health services, regardless of payment source, in Monterey County. In addition to offering a variety of primary medical care and client services, the Department enforces laws and regulations that protect the community; educate the community about health threats and issues; and works in collaboration with other departments, agencies and organizations to assure public health. The Department has a beautiful, new headquarters building, an operating budget of approximately $228 million and a multidisciplinary staff of approximately 1,043 medical, professional and support personnel assigned to various locations throughout the County.

Challenges

♦ To position the Health Services Department favorably in 2020 waiver participation to maximize coverage for uninsured and provide necessary support for vulnerable populations.
♦ Continue providing management leadership and direction to a large department that includes retaining and recruiting qualified Health Service professionals that share the values and mission of the Department.
♦ Provide ongoing leadership within the county to cities, schools and districts to enact policies promoting healthy environments and health equity.
Identify and assist in developing a strong system of care for inmates and AB109 clients that will include continuity planning for intake and release.

Developing additional resources for substance abuse treatment and implementing a plan for intake and authorization of treatment services at the appropriate level.

THE POSITION

The Director of Health Services is appointed by the County Administrative Officer with concurrence from the Board of Supervisors. The Director is a key member of the County’s executive team and provides leadership, administration and direction to Department bureau/division chiefs responsible for the delivery of mandated and discretionary behavioral health, public health, primary medical care, and related services in compliance with State and federal regulations and Board of Supervisors’ policies. The Director advises and makes recommendations to the County Administrative Officer and the Board of Supervisors on health policy issues, strategic initiatives and key objectives, and proposals for new programs, discontinuance of existing programs, and/or major changes to programs or service delivery. The Director works very closely and collaboratively with other County department heads responsible for ensuring and protecting the County’s safety, health and welfare. In conjunction with the Monterey County Natividad Medical Center’s (NMC) Chief Executive Officer and staff, she/he may be responsible for establishing and maintaining acute psychiatric in-patient services, and operating a psychiatric Crisis Team and outpatient medical services at the NMC campus. The Director administers the Department’s complex funding sources and financial systems; develops and administers the budget; formulates long range strategic plans; hires and evaluates employees; maintains close working relationships with State, federal, and local officials, citizen advisory boards and community organizations; establishes program priorities and evaluates program effectiveness; administers a variety of contracts and franchise agreements for behavioral health, public health, and primary medical care; directs contract negotiations; develops service and treatment standards; and oversees contract compliance. A key responsibility is maintaining liaison with State and federal funding agencies to secure approval and funding for health related programs and services, and building bridges within the County and in the Community.

Qualifications

Qualified candidates must have a bachelor’s degree in business, health services, public administration, social work, counseling, psychology, pre-medicine, nursing or a related field, plus seven years of progressively responsible management experience in the delivery of health and/or human services. A graduate degree in medicine, public health, health administration, public administration or related field is highly desirable.

The ideal candidate will have experience in program planning, implementation, monitoring and evaluation; financial management and budgeting; contract negotiations and contract administration; development of comprehensive, collaborative service delivery systems; hiring, staff development and team building; and supervising multidisciplinary, executive-level staff.

Personal Characteristics

- Visionary
- Entrepreneurial
- Prevention Oriented
- Team Player
- Participative Leader
- Excellent Communicator
- Consensus Builder
- Innovative and Resourceful
- Open to new ideas
- Flexible
- Analytical
- Problem Solver
- Self-Confident
- Politically Astute but Apolitical
The County has adopted a seven step salary schedule. Appointment is generally made at steps 1-4 depending on qualifications and experience, with step increases every two years thereafter, depending on performance, until top step.

The current salary range for this position is **$168,756 - $198,168** depending on the selected candidate’s experience and qualifications. The County provides an excellent benefits package, including:

- **Retirement: CalPERS,**
- ***PEPRA Member Formula: 2% at 62; Employee share of cost is 6.25% (half of normal cost)**
- ***Classic Member Formula: 2% at 55; Employee share of cost is 7%**
- **Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years.**
- **Professional Leave: 10 days per calendar year**
- **10 paid holidays and one floating holiday per calendar year.**
- **Flexible Benefit Allowance: Medical, dental, and vision coverage available for employee and dependents.**
- **Life Insurance: a $50,000 Term Life Insurance Policy is provided.**
- **Employee Assistance Program provides free short term counseling to help employees and their families.**
- **Eligible for a monthly car allowance of $375.**
- **Management Expense Allowance**
- **Professional Expense Stipend**
- **Annual Physical Examination.**

To be considered for this exciting career opportunity, please forward a letter of interest, your resume with salary history and five (5) work-related references (references will not be contacted until mutual interest is established) to:

**The County of Monterey**
**Attention: Irene Espinoza**
**Human Resources Department**
**168 W. Alisal Street, 3rd Floor**
**Salinas, CA 93901**
**Email: espinozai@co.monterey.ca.us**

Filing period is **Open Until Filled.** First review of application packets will be conducted beginning **Friday, March 11, 2016.**

Following the final filing date, application materials will be screened against the criteria in this brochure and preliminary interviews will be scheduled with candidates having the most relevant qualifications. Preliminary reference checks will then be conducted and qualified candidates will be reported to the Assistant County Administrative Officer. The Assistant County Administrative Officer will determine which candidates to invite to participate in the formal interview process. Selection of the Director of Health Services will follow shortly thereafter.

For more information contact the Human Resources Department at (831) 755-5129 or visit our website at: [http://www.co.monterey.ca.us/personnel/](http://www.co.monterey.ca.us/personnel/)

Monterey County is a drug free work place and an equal opportunity employer. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity. Monterey County provides reasonable accommodations for the disabled. If candidates require special arrangements to participate in the selection process, they should state their needs in writing when submitting an application package.