

Compensation and Benefits

The County of Monterey provides a competitive compensation and benefits package. The annual salary range for Director of Public Health Nursing is \$107,392 - \$146,677 commensurate with qualifications and experience. The excellent benefits package includes:

- ◆ Retirement: CalPERS, 2% @ 55 for classic members or 2% @ 62 for new members. The County also participates in Social Security.
- ◆ Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years.
- ◆ Holidays: 10 paid holidays per year plus 1 floating holiday.
- ◆ Health Insurance: The County provides a Flexible Benefits Plan.
- ◆ Life Insurance: \$50,000 Term Life Insurance Policy is provided.
- ◆ Management Allowance: \$45.84 per month.
- ◆ Professional Leave: 10 days per year, non-accruable.
- ◆ Deferred Comp: Voluntary program available.



Equal Opportunity

Monterey County is an equal opportunity employer and a drug-free workplace. 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.

The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

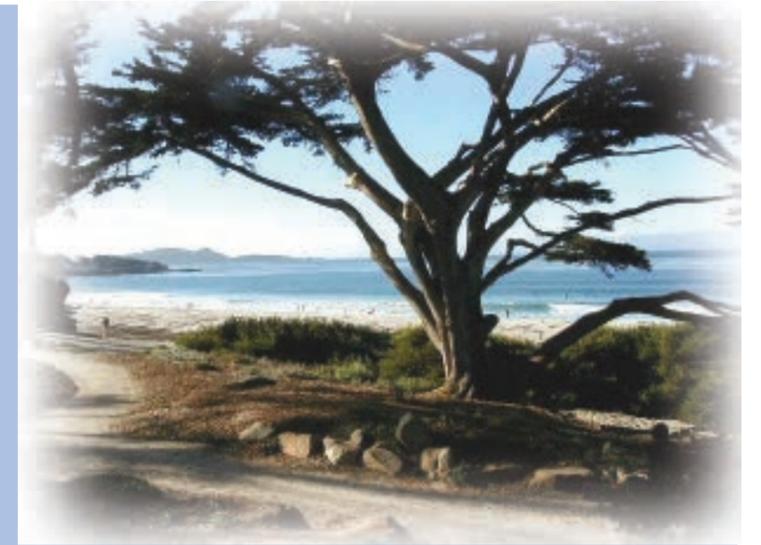
Paul Kimura or Bill Lopez
Avery Associates
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Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



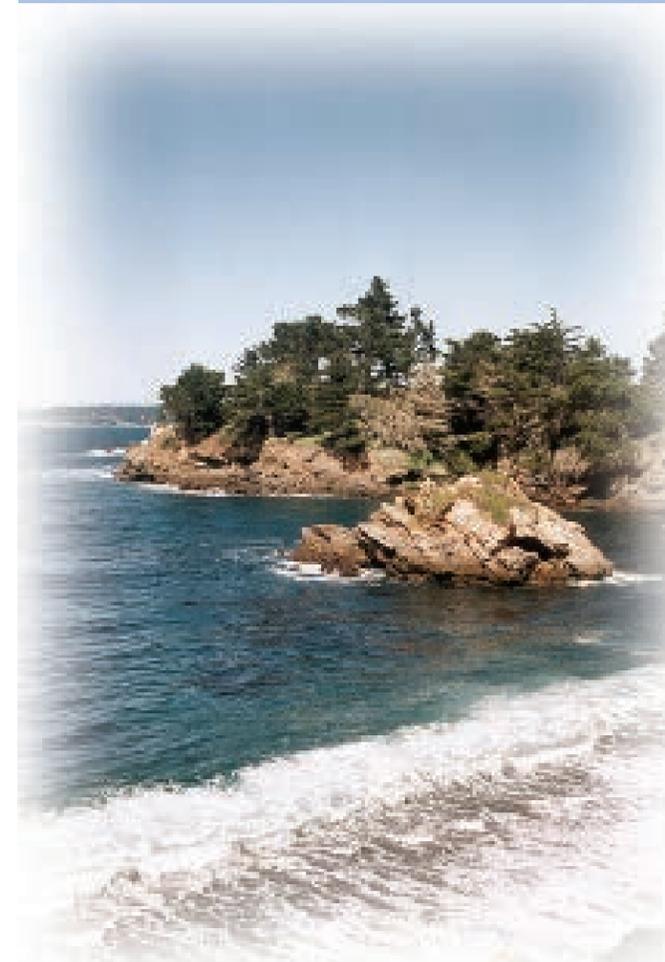
This final filing period for this recruitment is September 29, 2017.

Avery Associates is expecting to conduct preliminary interviews with qualified applicants in the early October timeframe. It is anticipated that recommended candidates will interview with Monterey County in late October 2017.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at paulk@averyassoc.net or Bill Lopez at 408 888-4099 or by email at williaml@averyassoc.net.



The County of Monterey



*invites your interest
for the position of*

**Director of
Public
Health
Nursing**

The County of Monterey

Monterey County encompasses some of California's most stunning scenery and offers an ideal year round Mediterranean climate. Miles of beautiful beaches, spectacular mountain ranges, 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 world-renowned attractions such as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row and the Steinbeck Center. It's also home to Laguna Seca Raceway and many world-famous golf courses including Pebble Beach, Spanish Bay, and Poppy Hills. The County hosts annual events including the Monterey Jazz Festival, Red Bull U.S. Grand Prix, Sea Otter Classic, Concourse D'Elegance, and the California Rodeo.



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", is abundant with lush produce fields and thriving vineyards. There are several major educational institutions including California State University, Monterey Bay, Middlebury Institute of International Studies at Monterey, the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas.

County Government and the Health Department

Monterey County has over 5,200 employees with an all funds operating budget of approximately \$1.4 billion. Monterey 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 Board is elected to alternating four-year terms with elections conducted in odd numbered years. The Board appoints the County Administrative Officer, who oversees County operations. The County also has five elected department heads including: Assessor/Recorder-County Clerk, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector.



The Monterey County Health Department exists to enhance, protect and improve the health of the people in Monterey County. Currently, the Department oversees approximately 135 programs staffed by over 1,025 employees located at more than 35 sites. The Health Department has an operating budget of approximately \$257 million for FY 2017-2018. The Department consists of seven bureaus including Administration, Behavioral Health, Emergency Medical Services, Environmental Health (including Animal Services), Clinic Services, Public Health, and Public Administrator/Conservator/Guardian. The Director of Public Health Nursing plays an important role in the Public Health Bureau.

The Position and Ideal Candidate

The Director of Public Health Nursing reports to the Public Health Bureau Chief, who is also the County Health Officer. The Director of Public Health Nursing directly supervises and manages the Community Based Nursing Division which includes Maternal, Child and Adolescent Health, Cal Learn Program, Comprehensive Perinatal Services Program, Nurse Family Partnership, Targeted Case Management, Sudden Infant Death Syndrome Program, and Whole Person Care.

The Director also oversees the nursing practice of the Department's public health nursing staff assigned to the Communicable Disease Prevention and Control Division, the Children's Medical Services Division and Community Based Nursing Division.

The Director will be an exceptional leader and administrator that provides innovative and quality approaches to programing initiatives and offers a high level of focus towards improvement of existing programs. An important aspect of the role requires a connection and understanding of the local community and the development of an excellent working relationship with the various not-for-profit and for-profit service providers in the County. Active participation at the state and federal levels regarding programs, initiatives and regulations will be expected.

The Director must embody the values of a mission driven leader who understands the County's role in the delivery of services to the most vulnerable of residents and who reflects a commitment to the mission of community wellness and client services. The position requires exceptional leadership, management and administration skills along with exceptional levels of cultural and professional competency and a high level of ethics and integrity. This Director must be a problem solver who operates with high levels of diplomacy and political acumen in addressing the numerous considerations within the environment. Equally important will be the ability to operate and manage issues independently yet, ensure that appropriate communications take place at the necessary levels throughout the department and county organization.



Pursuant to Title 17, section 1301 of the California Code of Regulations, the Director shall be a public health nurse who has completed a baccalaureate program in public health nursing from an accredited program and has had three years of progressively responsible experience in public health nursing or a Master's degree in nursing from an accredited program and at least three years of progressively responsible experience in public health nursing.

Pursuant to County requirements, the Director shall have a minimum of two (2) years of experience as a supervisor.

Candidates must possess a current California Public Health Nurse (PHN) Certificate to be hired for this position. Candidates that do not possess a California PHN Certificate at the time of application should begin the process of obtaining a California PHN certificate immediately to avoid delays in the hiring process. Please visit <http://www.rm.ca.gov/pdfs/applicants/phn-app.pdf> for public health nurse certification instructions and application requirements, or call the Board of Registered Nursing at (916) 322-3350.