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**Become The Next Sonoma County
Health Officer**

Position Overview

Sonoma County is seeking a skilled and dynamic physician who is passionate about community health improvement as its next Health Officer. Recognized for its commitment to innovation and collaboration, the County of Sonoma strives to be the healthiest county in California. The Health Officer plays a key leadership role in bringing this vision to reality. The Health Officer is a County Officer appointed by the Board of Supervisors and reports to the Director of Health Services for administrative direction.

The Health Officer will be a champion of a “Health in all Policies” approach to improving community health in Sonoma County. In doing so, the Health Officer will actively engage County and community partners, successfully articulate the connections between broad systems, effecting primary care, behavioral health, the environment, transportation, housing, and education, and lead an energetic and visionary Department of Health Services staff in implementing policies and initiatives to improve these systems. Examples of staff work include, but would not be limited to, local food systems, water and environmental quality, dental care for children and adults, land use planning, and health care system integration supporting the “triple aim” of improved care, decreased cost, and increased access. The efforts will work to promote health across the lifespan. This approach diverges from traditional disease-by-disease prevention approaches and attempts to organize, support, and build long-term community capacity to identify and address priority health issues.

The Health Officer develops medical protocols for the department; serves as an advisor to elected and appointed officials, members of the medical community, and the public; and is responsible for preparing reports on the health status of the community.

The position is responsible for ensuring medical oversight and enforcement of public health laws, regulations and ordinances across the jurisdiction, and in the 9 cities in Sonoma County.

The Future of the Position

Jurisdictional boundaries do not limit the social factors that influence health outcomes and there is the potential for the Health Officer to play a broadened role on a regional basis, through collaborative multi-county efforts to address the areas noted above. This opportunity will be considered during the recruitment process, informed by the strengths and experience of the most qualified candidates.

The Health Officer can look forward to:

- ❖ Collaborating with partners regarding the impact and influences on health where people live, work, learn, and play.
- ❖ Employing a spectrum of prevention strategies in multiple settings to collectively impact community health goals.
- ❖ Developing systems and strategies to expand access to quality, integrated primary care and behavioral health services, to reduce chronic disease and alcohol use and binge drinking.



The Department is leading several strategic initiatives in which the Health Officer will have an integral role, including a County-wide effort identifying best practices in engaging specific populations to ensure the County and other services providers can meet known needs, and identify unmet needs.

The Ideal Candidate & Qualifications

The ideal candidate will:

- ❖ Be a strategic thinker who can identify courses of action and paths that advance the health goals of the community and opportunities for engagement.
- ❖ Provide forward thinking direction in the application of the principles and practices of community health, preventive medicine, environmental health, emergency medical services and integrated behavioral health.
- ❖ Be action and results oriented, passionate about improving social factors that influence health outcomes for the community, with hands on experience in community health practice.
- ❖ Be an initiator, seeing new possibilities for combining opportunities and resources to advance community health policies and goals.
- ❖ Be a relationship builder who understands the strengths and roles of the health care community, fostering relationships with community partners, and leading in the advancement of shared vision.
- ❖ Possess excellent communication skills, skilled in communicating orally and in writing, with presentation skills that move audiences to engagement and action.
- ❖ Be a self manager, able to work independently.

MINIMUM QUALIFICATIONS

Candidates should have graduated from an accredited medical school with a Doctor of Medicine degree; and have a minimum of three years of responsible work in a public health setting that includes clinical, community and managerial experience. Training in Family Practice,

Pediatrics or Internal Medicine is desirable. Possession of a Master's degree in Public Health is required or must be achieved within three years of appointment. Please see the on-line job announcement for more detail on minimum qualifications at www.sonoma-county.org.

SONOMA COUNTY

Located an hour north of San Francisco, Sonoma County offers a rare and compelling array of scenic, recreational, and geographic options. Please visit www.sonomacountyconnections.org for more information about Sonoma County as a place to live, work, and build your career legacy.

Sonoma is a general law county, governed by a five-member Board of Supervisors. The Board is fully committed to a mission and vision that value the highest quality customer service, strong leadership, engaged citizen participation, courteous and prompt assistance, providing valuable and complete information, and creating and preserving efficient and cost effective government.

The County's annual budget is \$1.2 billion in fiscal year 2011-12. Twenty eight departments, agencies and special districts employ over 3,600 full-time employees.

Department of Health Services

The Department of Health Services is a large, complex department consisting of various divisions including: Administration, Public Health and Behavioral Health. The Department's mission, "Working with individuals and communities to achieve and preserve health and well being" and its values are achieved through the following operating principles:

- ❖ Act as leader and collaborative partner with residents, service providers and other stakeholders to support initiatives that improve community health.
- ❖ Foster work environments that promote professionalism, diversity, mutual respect and productivity.
- ❖ Use data and evidence-based practice to plan, implement and evaluate programs, establish clear goals and desired outcomes.
- ❖ Assure that employees and community stakeholders have access to information and opportunities for input and engagement.
- ❖ Obtain and maximize the use of financial resources to assure the successful accomplishment of goals.
- ❖ Recruit and maintain a highly skilled workforce and continuously develop capacity of employees to advance the department's mission and assure ongoing, high-caliber leadership.
- ❖ Use a flexible, multi-disciplinary approach to problem solving and program design, utilizing collaboration and partnerships to foster innovation and effectiveness.



The Department of Health Services Executive Management Team, reporting to the Director, includes: the Assistant Director; the Health Officer; Director of Health, Policy, Planning and Evaluation; Public Health Division Director; Behavioral Health Division Director; and the Department Administrative Services Director.

Earlier this year, the Health Officer duties were separated from the day to day administration of the Public Health Division to better place this position for leadership on matters affecting the whole department and the health of the community. The Health Officer's view will span both the Public Health and the Behavioral Health Divisions to better integrate behavioral and physical health, and reinforce the importance and role of mental health and substance use issues in the overall health of the community.

A Deputy Health Officer provides oversight and coordination of Disease Control, Surveillance and Response, EMS, Planning and Preparedness, and Clinical Services.

The County of Sonoma Department of Health Services fiscal year 2011-12 budget, of approximately \$217 million, consists of over 470 full time equivalent positions and provides services throughout the County. The Department's revenue sources include State and Federal funds, fees and reimbursements for services and county General Fund.

Please visit the department's website for information on its programs, services, organization and partnerships. www.sonoma-county.org/health



What We Offer

The salary for the Health Officer ranges from \$166,656 to \$202,555 annually depending on the qualifications of the successful candidate. The County also offers an attractive benefit package, Details are available at: <http://hr.sonoma-county.org/content.aspx?sid=1024&id=1223>.

Due to ongoing fiscal issues, the County of Sonoma has implemented a Mandatory Time off Program for FY 2011-12 of five days (40 hours). For more information, please see the job announcement available at www.sonoma-county.org.

SELECTION PROCESS & APPLICATION INSTRUCTIONS

Accepting Applications through November 6, 2011

Invitations to Oral Examination Interviews will be issued by November 14, 2011

Oral Examination Interviews: December 1, 2011

Finalist Candidates meet with stakeholders followed by Department Selection Interviews: December 2, 2011

Please be mindful of the planned timeframe. Although it may be subject to some change, it would be wise to plan availability around these dates and submit application materials as early as possible.

Please complete an on-line application, available at: www.yourpath2sonomacounty.org,

by 5:00 p.m. on Sunday November 6, 2011.

Paper applications are available upon request.

Salary

\$166,656 to \$202,555



County of Sonoma Human Resources
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Facsimile: (707) 565-3770

Questions can be directed to Human Resources: Maggie Martin
Maggie.Martin@sonoma-county.org or (707) 565-3565

Start Building Your Legacy Today!

The County of Sonoma is committed to a policy and actively pursues a program of equal employment and non-discrimination.