

COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



Chief Nursing Officer Medical Care Services

HEALTH & HUMAN SERVICES AGENCY
Anticipated Hiring Range \$140,000 to \$150,000
Excellent Benefits Package

www.sandiegocounty.gov

CHIEF NURSING OFFICER | MEDICAL CARE SERVICES | HEALTH & HUMAN SERVICES AGENCY

The Health & Human Services Agency (HHS) of the County of San Diego is seeking online applications and résumés from highly qualified individuals to serve as Chief Nursing Officer (CNO) - Medical Care Services. This unclassified management position will work directly with the Chief Medical Officer and other clinical leaders to develop, implement, monitor, and evaluate HHS nursing standards, models of best practices, and appropriate quality outcomes. The CNO will also provide advocacy and support regarding nursing scope of practice, professional development, case management, and other activities including exploring opportunities to partner with community providers to deliver client-centered services.

HHS is one of five groups of the San Diego County government and is committed to advancing the County's vision of *Live Well San Diego*, a region that is Building Better Health, Living Safely and Thriving. Based upon a foundation of community engagement and involvement, *Live Well San Diego* seeks population health wellness through community engagement and collective impact.

For more information, visit [Live Well San Diego](#).

THE IDEAL CANDIDATE

HHS is seeking a dynamic and innovative leader to develop and execute strategic plan initiatives for the nursing programs of the Health and Human Services Agency. A well qualified candidate will possess experience and knowledge of principles and practices of Population Health, and Nursing Administration. He/she will be a strategic thinker with a visionary perspective on the potential evolving roles of population health nursing and adept at building consensus among multiple stakeholders, while having the ability to work with a high degree of independence.

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

- Experience formulating, implementing, and monitoring clinical nursing policies and procedures
- Establishes and maintains effective working relationships with internal and external partners, stakeholders, and the community
- Commits self and others to improve performance and reach challenging goals, using data and evidence to drive results
- Carefully considers implications and impact of decisions across time and on others
- Demonstrates understanding of health care needs of diverse populations consisting of a variety of social, cultural and ethnic backgrounds
- Dynamic leader with the ability to maintain rapport and collaborative practice with the nursing and administrative leadership of other divisions and regions of the Agency
- Maintains an enterprise perspective in all activities and decisions

MINIMUM QUALIFICATIONS

A valid California Registered Nurse License; a bachelor's degree in nursing from an accredited U.S. college or university or a certified foreign studies equivalency, AND five years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three years of management level experience and at least one year of supervision.

A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.

COMPENSATION

The annual salary range upon appointment for this position will be \$140,000 to \$150,000. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal oriented.

BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, the website for the [San Diego County Employees Retirement Association](#).
- Deferred Compensation Program (457) and 401(a) plans
- May be approved for relocation allowance

CHIEF NURSING OFFICER

Under the general direction of the Chief Medical Officer, the Chief Nursing Officer will provide oversight and assist with the implementation of goals, objectives, policies, procedures, and work standards for all HHSA nursing staff. The incumbent will work with lead nurses from each division and region to standardize and implement nursing practices, and will review, analyze, and recommend modifications to HHSA nursing services based on community need. This position will work collaboratively with executives in HHSA and other County groups to ensure fidelity to the *Live Well San Diego* vision of Building Better Health, Living Safely and Thriving.

The Chief Nursing Officer will be responsible for:

- Formulating, evaluating, and implementing clinical nursing policies and procedures
- Providing direction on enterprise wide policy and planning for nursing practices for all divisions/regions
- Ensuring that HHSA nursing practices conform to BRN, HIPAA, health regulations, codes, and legal requirements
- Preparing and administering budgets in conjunction with appropriate staff
- Planning, organizing, coordinating, and assisting with implementation and evaluation of Agency-wide Nursing Standards and Practices
- Developing procedures for quality assurance, including program and project monitoring, evaluation and cost effectiveness, identifying and implementing cost-saving plans and strategies, and identifying processes that promote optimal productivity
- Conducting ongoing strategic planning, research, and documentation of evidence based evaluations of health care strategies and activities



THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$5.4 billion and provides services to the residents of the County through its nearly 17,000 employees in 42 different departments.

GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). By communicating and adhering to this business model, the County of San Diego is able to maintain an organizational culture that values transparency, accountability, innovation, and fiscal discipline which provides focused, meaningful public services.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted online at www.sandiegocounty.gov/hr; select the link for jobs.

Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

The first review date of résumés will be June 19, 2017.

SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.



The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. For more information, visit www.livewellsd.org.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset and our customers are our number one priority.

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Anna Lisa Acedo, Human Resources Services Manager at AnnaLisa.Acedo@sdcounty.ca.gov or 858-505-6530. Questions about the position or department should be directed to Kimberly Evers, Group Human Resources Director for the Health and Human Services Agency at Kimberly.Evers@sdcounty.ca.gov or 619-515-6546.

Class #000926

5/23/17

