

**The County of San Diego  
Health and Human Services Agency  
Public Health Services**

*Invites resumes from qualified individuals for the position of:*

*Public Health Laboratory Director*



*County of San Diego*



## *Why Choose the County?*

- ◆ Anticipated hiring salary range: \$130,000 to \$140,000 depending on qualifications.
- ◆ 13 paid holidays
- ◆ 13 sick days per year
- ◆ Vacation - 15 days (1- 4 years of service); 20 days (5 - 14 years of service); 25 days (15+ years)
- ◆ Defined benefit retirement program
- ◆ Cafeteria-style health plan with flexible spending account
- ◆ Long term disability insurance
- ◆ Wellness incentives

Please click [here](#) to view the Benefits Package for this classification.

## *The Position*

The Health and Human Services Agency Public Health Services is dedicated to community wellness and health protection in San Diego County. Public Health Services works to prevent epidemics and the spread of disease, protects against environmental hazards, prevents injuries, promotes and encourages healthy behaviors, responds to disaster and assist communities in recovery, and ensures the quality and accessibility of health services throughout the County. The Public Health Laboratory (PHL) works in conjunction with public health clinics, community clinics, local hospitals and healthcare providers, as well as the epidemiology and infectious disease programs in Public Health Services, and the Department of Environmental Health. By analyzing clinical and environmental samples, the PHL participates in the core activities of surveillance, assessment and assurance.

The Public Health Laboratory Director is responsible for directing the activities of the Public Health Laboratory. The incumbent will direct the training of laboratory personnel who perform laboratory activities for the purpose of identifying, controlling and preventing disease in the community and, under administrative direction, develop and implement policies and procedures relating to the control and prevention of disease and other health threats.



## *The Position ...continued*

The position plays a pivotal leadership role in the planning, development and implementation of strategies, policies and practices to advance the County's *Live Well San Diego* initiative, a long-term vision for healthy, safe, and thriving residents and communities throughout the San Diego County region. The Public Health Laboratory Director actively participates in advancing *Live Well San Diego*, by working with Agency programs and services, other County departments, and community partners and providers to quickly detect and prevent the spread of communicable diseases. Collective efforts are focused on improving service delivery systems; pursuing policy, systems, and environmental changes; and promoting healthy choices, by all County residents, to improve the population's health.

To view a complete job description for this position, click [here](#).

## *The Ideal Candidate*

The ideal candidate is experienced in public health laboratory practices, regulations, business and strategic planning; experienced in Reference Laboratory work, under the Laboratory Response Network of the Center for Disease Control (CDC); an innovative thinker and experienced in evaluating, procuring, validating, and verifying new technology related to public health laboratory trends and practices; communicates effectively orally, and in writing; highly effective in writing grants and grant reports, as well as requests for bids for services and equipment; and demonstrates an understanding of the County's General Management System and *Live Well San Diego* vision.

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

- Demonstrates strong teamwork and collaboration skills;
- Formulates objectives and priorities and implements plans consistent with the long term interest of the organization;
- Mentors and coaches direct reports;
- Builds and supports mutually beneficial relationships with other organizations, associations, and community contacts; and
- Seeks active opportunities to improve the status quo.



## *Education and Experience*

Applicants must possess the following:

1. A valid Public health Microbiologist (PHM) certificate, issued by the California Department of Public Health (CDPH), Laboratory Field Service (LFS), or a letter from CDPH LFS stating that applicant passed the PHM exam, or is eligible to take the PHM exam;

**AND**, one of the following (items 2 through 6)

2. A doctorate degree in microbiology, biological, physical, chemical or clinical laboratory science from an accredited institution, and be certified by a board, approved by CDPH LFS, such as the American Board of Bioanalysis (ABB), or the American Board of Medical Microbiology (ABMM), as required for a high complexity clinical laboratory director; **OR**,
3. A doctor of medicine or doctor of osteopathy licensed in the State of California, or be eligible to become licensed in the State of California, and be certified in anatomic or clinical pathology, or both, by the American Board of Pathology or the American Osteopathic Board of Pathology or possess qualification that are equivalent to those required by such certifications and be eligible to take those boards, **OR**,
4. A doctor of medicine or doctor of osteopathy or doctor of podiatric medicine licensed in the State of California, or be eligible to become licensed in the State of California to practice medicine, osteopathy or podiatry, with at least two years of laboratory training during medical residency, such as in hematology, or have at least two years of experience directing or supervising high complexity testing: **OR**,
5. On or before February 28, 1992, experience serving as a Laboratory Director or could have qualified as a Laboratory Director under regulations at 42 CFR 493.1415, published March 14, 1990 at 55 FR 9538; **OR**,
6. On or before February 28, 1992, be qualified under California State law to direct a public health laboratory;

**AND**

7. At least four (4) years of experience in public health microbiology, including at least two (2) years as a laboratory director, assistant director, or a supervising microbiologist working directly under a laboratory director or assistant director, responsible for a large staff in a setting similar to the County of San Diego. At least two (2) years of the above experience must have been obtained within the last ten years.

## *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 regional population's Quality of Life.

The County is governed by a five-member Board of Supervisors elected to four-year terms in district, nonpartisan elections. There are 18 incorporated cities in the County and a large number of unincorporated communities. County services are provided by five business groups, that are headed by General Managers [Deputy Chief Administrative Officers (DCAOs)], who report to the Chief Administrative Officer (CAO). The various Groups include: the Public Safety Group (PSG), the Community Services Group (CSG), the Finance & General Government Group (FG3), the Land Use & Environment Group (LUEG), and the Health & Human Services Agency (HHS). Within the Groups, there are four departments headed by elected officials - District Attorney (PSG), Sheriff (PSG), Assessor/Recorder/County Clerk (FG3), and Treasurer-Tax Collector (FG3).

The County has a budget of \$4.97 billion and provides services to the residents of the County through its nearly 16,000 employees in 42 different departments. The County of San Diego is home to over 3 million residents. We are the second largest county by population in California and we rank fifth in population of all metropolitan areas in the U.S. The San Diego County Employees Retirement Association (SDCERA) had its 'AAA' rating affirmed by Standard & Poor's in January 2014. The rating reflects the organization's overall capacity to pay its financial obligations, and is based on SDCERA's strong fund management; good funded status despite a challenging fiscal year and continued strong credit quality of the pension system's sponsor (County of San Diego).

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. The County of 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, so the County relies on imported water.



## General Management System

The mission of the County of San Diego is to provide the best possible services to the County population. Like any organization with an ongoing mission, the County engages in a continuous cycle of planning, implementing plans, monitoring implementation and then re-evaluation and renewing the planning process. The County's comprehensive guide for managing this cyclic process is the General Management System (GMS). Information on the GMS can be obtained by visiting the County's website at <http://www.sdcountry.ca.gov/cao>.

## Live Well San Diego

The Health and Human Services Agency is committed to Building Better Health, Fostering Safe Communities, and Promoting Thriving Families through its *Live Well San Diego* initiative.

The Public Health Laboratory Director will align public health activities and programs with the *Live Well San Diego* initiative, a vision for healthy, safe and thriving residents and communities throughout the San Diego County region. Collective efforts are focused on improving service delivery systems, pursuing policy, systems and environmental changes, and promoting healthy choices by all County residents to improve the population's health.

To learn more about the *Live Well San Diego* initiative, click [here](#).



## *The Department*

The Health and Human Services Agency is one of five groups of the San Diego County government. The Agency provides a broad range of health and social services, promoting wellness, self-sufficiency, and a better quality of life for all individuals and families in San Diego County.

The Agency integrates public health and social services through a unified service-delivery system. This system is family focused and community-based, reflective of business principles in which services are delivered in a cost-effective and outcome-driven fashion.

To learn more about the Health and Human Services Agency, click [here](#).

Public Health Services is a Division in the Health and Human Services Agency and is dedicated to community wellness and health protection in San Diego County. Public Health Services works to prevent epidemics and the spread of disease, protect against environmental hazards, prevent injuries, promote and encourage healthy behaviors, respond to disasters and assist communities in recovery, and assure the quality and accessibility of health services throughout the county.

Public Health Services Administration branch offers administrative support to all of the Public Health Service programs, branches and units. In addition to internal support, the Administration is also responsible for coordinating a unified response from the division when information is requested Agency-wide.

To learn more about the Health and Human Services Agency's Public Health Services, click [here](#).



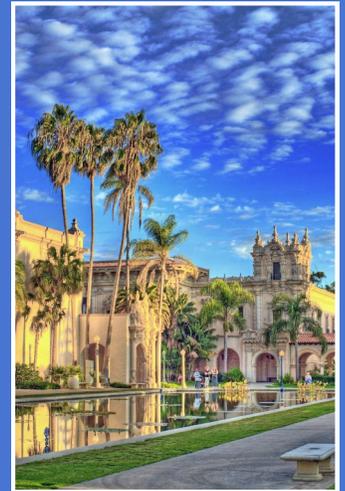


## *Application and Selection Process*

Interested applicants should complete an employment application, which can be accessed online at the County of San Diego's website located at: <http://www.sdcounty.ca.gov/hr>

In addition to completing the application, please attach your resume at Step 1 of the application process. Resumes should include:

- ◆ Academic degrees held and dates conferred,
- ◆ Employment history (e.g., job title, employer, dates of employment),
- ◆ Key duties and responsibilities,
- ◆ Reporting structure,
- ◆ Job titles and number of staff managed, and
- ◆ Salary history.



Applications and resumes will be initially screened for minimum qualifications. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

This recruitment will remain open until a sufficient number of resumes/applications is received.

## *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.

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.

## *Contact Information*

For questions about the application process, please contact Sherri de Castro, Human Resources Analyst, via email: [Sherrilynn.Decastro@sdcounty.ca.gov](mailto:Sherrilynn.Decastro@sdcounty.ca.gov) or phone at 858.505.6532.

For questions about the position, please contact Gina Conrad, Departmental Human Resources Officer, via email: [Gina.Conrad@sdcounty.ca.gov](mailto:Gina.Conrad@sdcounty.ca.gov) or by phone at 619.542.4179.