

The County of San Diego
Health and Human Services Agency's
Public Health Services

Invites resumes from qualified individuals for the position of:

Chief Nursing Officer



County of San Diego

The Position

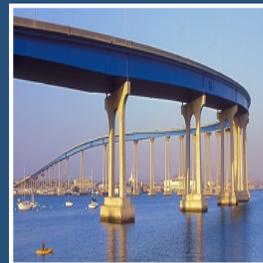
The County of San Diego is seeking a dynamic leader to fill an immediate vacancy for Chief Nursing Officer. We are seeking an individual who shares our commitment to excellence, hard work, and continuous improvement. The incumbent will be responsible for planning, coordinating, implementing and evaluating Countywide Nursing Standards and Practices.

Under general direction of the Agency Public Health Officer, the Chief Nursing Officer will plan, organize, evaluate, and direct the Public Health Nursing Program of the local health department; provide advocacy, direction, and support to all Public Health Nurses regarding nursing policy and scope of practice, professional development, public health emergency preparedness, and communicable disease response.

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

Duties of the Chief Nursing Officer will include:

- Formulate, evaluate and implement clinical nursing policies and procedures;
- Develop and direct the implementation of goals, objectives, policies, procedures and work standards for all public health nursing staff;
- Ensure adherence to federal laws and regulations, state statutes, and county ordinances and policies that define, regulate, or fund services;
- Ensure that Public Health Nursing practices conform to the California Board of Registered Nursing (BRN), Health Insurance Portability and Accountability Act (HIPAA), health regulations, codes, and legal requirements;
- Review legislative proposals and monitor relevant legislation to Public Health Nursing;
- Prepare and administer budgets in conjunction with appropriate staff;
- Develop procedures for quality assurance, including program and project monitoring, evaluation and cost effectiveness, identify and implement cost-saving plans and strategies, and processes that promote optimal productivity; and
- Direct and evaluate subordinate supervisory personnel.





The Ideal Candidate

The ideal candidate will possess experience and knowledge of principles and practices of Public Health, Public Nursing, the promotion of health and the prevention of disease and disability, and the General Management System (GMS) of the County of San Diego in principle and practice.

The ideal candidate will:

- Dedicate himself or herself to the highest ethical standards, ensure responsible stewardship of all that is entrusted to the department, and be committed to excellence;
- Be able to identify and resolve problems as they arise;
- Demonstrate experience in building and supporting mutually beneficial relationships with other organizations, associations, and community contacts;
- Demonstrate experience in exercising appropriate judgment and political/organizational acumen;
- Be able to manage a diverse group of employees through the use of excellent interpersonal skills;
- Be able to communicate with tact effectively both verbally and in writing;
- Be comfortable giving briefings and presentations to the Board of Supervisors and the public;
- Be able to prepare executive level reports and correspondence, and communicate technical information in a format that is easy to understand; and
- Above all, be committed to customer service.

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

- Actively seek opportunities to improve status quo
- Anticipate and prepare for opportunities not obvious to others
- Persist over time in the face of obstacles; tenacious
- Commit self and others to improve performance and reach challenging goals
- Carefully adapt message to others
- Consensus Builder skills
- Demonstrate strong teamwork and collaboration
- Carefully consider implications and impact of decisions across time and on others

The Ideal Candidate...continued

- Candidly addresses and confronts performance issues
- Demonstrates an understanding of multiple stakeholder needs
- Can negotiate well; settle differences and maintain relationships

The Department

The Health and Human Services Agency is one of five groups or divisions 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.

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

Public Health Services falls under 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.

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

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). For more information regarding GMS, please click [here](#). The successful candidate must have a general understanding of the General Management System.



Live Well San Diego

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



The Chief Nursing Officer will align nursing 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](#).

Education and Experience

A valid California Registered Nurse license is required at time of application; AND, A bachelor's degree in Nursing from an accredited college or university, or certified equivalency for foreign studies; AND, five (5) years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three (3) years of management level experience and at least one (1) year of supervision.



Note: 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. In order for education to substitute for work experience as indicated above, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis.

Compensation

The hiring range for this position is between \$140,000 and \$150,000, depending upon qualifications.

Benefits

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

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 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, Sheriff (PSG), Assessor/Recorder/County Clerk, 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 5th 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 2009. 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).

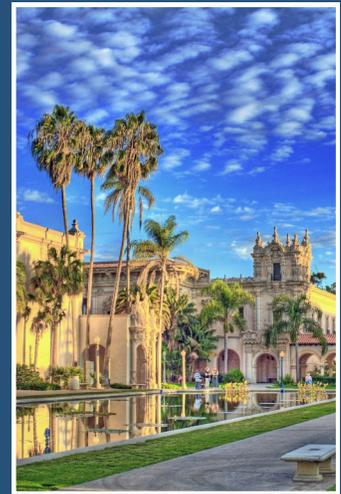


The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico. The County of San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile 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.

Application and Selection Process

Interested applicants should complete an employment application which can be accessed online at the County of San Diego's web-site 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 including positions held, employer(s), key duties and responsibilities, reporting structure, job titles and number of staff managed. Please also include a salary history.



Applications and résumés 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

Questions regarding the application process may be directed to Sherri de Castro, Human Resources Analyst, at Sherrilynn.Decastro@sdcounty.ca.gov. For questions regarding the position, please contact Rose Jean-Paul, Departmental Human Resources Officer, at Rose.Jean-Paul@sdcounty.ca.gov.