ASSISTANT CHIEF NURSING OFFICER

HEALTH AND HUMAN SERVICES AGENCY
COUNTY OF SAN DIEGO

ANTICIPATED HIRING RANGE:
DEPENDS ON QUALIFICATIONS
THE POSITION

The Health & Human Services Agency (HHSA) of the County of San Diego is seeking online applications and résumés from highly qualified individuals to serve as Assistant Chief Nursing Officer - Medical Care Services. This executive management position will work directly with the Chief Nursing Officer and other clinical leaders to plan, coordinate, implement and evaluate nursing operations for public health regional clinic services, home-visiting and other nursing programs; assist in formulating, evaluating, and implementing clinical nursing policies and procedures; and align nursing activities and programs with the Live Well San Diego vision.

Under the general direction of the Chief Nursing Officer, the Assistant Chief Nursing Officer (ACNO) executes the vision for nursing practice in the delivery of safe, timely, efficient, equitable and person-centered care; plans, organizes, evaluates, and directs the nursing operations of the HHSA, assists in providing direction and support to all nurses regarding nursing standards and scope of practice, professional development, public health emergency preparedness, communicable disease response, case management and clinical activities. In addition, the ACNO serves as the back-up to the Chief Nursing Officer.

Key responsibilities of the ACNO include:

• Formulating, evaluating, and implementing 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 California Board of Registered Nursing (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
• Supporting the County’s Live Well San Diego vision and priorities laid out by the Board of Supervisors in the Framework for Our Future

HEALTH AND HUMAN SERVICES AGENCY

HHSA is an integrated agency with a robust service network that contributes to a region that is Building Better Health, Living Safely, and Thriving. Its many programs are designed to help all 3.3 million San Diego County residents live well. Health, housing and social services are developed by six service departments to provide vital resources and care and are generally deployed through six regions.

The County of San Diego’s Framework for our Future provides direction for County operations at every level to advance racial justice, health equity, economic opportunity, environmental protection, and government transparency to create a region where all residents can achieve the Live Well San Diego vision for healthy, safe, and thriving communities.
THE IDEAL CANDIDATE

HHSA is seeking a dynamic and innovative nursing leader to develop and execute strategic plan initiatives for the nursing programs. A well-qualified candidate will possess experience and knowledge of principles and practices of population health, and nursing practices. They will be a strategic thinker with a visionary perspective on the potential for 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 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
• Sufficient knowledge of equity, belonging and racial justice to inform and align programs, proposals, and policies to the County’s Operational and Strategic Plan through this lens

MINIMUM QUALIFICATIONS

1. A valid California Registered Nurse License is required at the time of application;
2. Public Health Nurse Certificate is required at the time of appointment, AND
3. 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.

REQUIRED CERTIFICATIONS

CPR card is required at time of appointment.
A valid National Provider Identification Number (NPI) is required at the time of employment.
COMPENSATION & BENEFITS

The anticipated hiring range is dependent on the selected candidate’s qualifications. Annual salary reviews are performance-based and goal-oriented.

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

HOW TO APPLY

You may complete an online application at www.sandiegocounty.gov/hr; select the Current Job Postings link, Job Number 21092806U. Please attach your résumé, cover letter, required licenses, and a copy of your college degree, final transcript, diploma, or foreign studies equivalency certificate (if degree was obtained outside of the U.S.).

The deadline to apply is September 13, 2021. Interested individuals are encouraged to submit a résumé as soon as possible for consideration.

You may direct any questions regarding the application and selection process to Veronica Gibson, Executive Recruiter, Department of Human Resources at Veronica.Gibson@sdcounty.ca.gov.

Questions about the position may be directed to Kim Evers, Group Human Resources Director, Health and Human Services Agency, at Kimberly.Evers@sdcounty.ca.gov.

Special Note: 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 qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.