



**ASSISTANT CHIEF
NURSING OFFICER
HEALTH AND HUMAN SERVICES
AGENCY**

**ANTICIPATED HIRING RANGE:
DEPENDS ON QUALIFICATIONS**

EXCELLENT BENEFITS PACKAGE



THE POSITION

The Health & Human Services Agency (HHS) of the County of San Diego is seeking online applications 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 HHS, 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 HHS 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

The Health and Human Services Agency 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
- Applies strength-based leadership to advance the nursing profession and promote health and wellness

MINIMUM QUALIFICATIONS

1. A valid California Registered Nurse License is required at the time of application; AND
2. 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.





The Community

COUNTY OF SAN DIEGO

San Diego County Facts:

- 3,339,000 2019 Est. Population
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities

San Diego Weather Averages:

- Average Temperature: 72°f
- High Temperature: 73°f
- Low Temperature: 57.5°f
- Average Rainfall: 10.4 Inches

WORK WHERE YOU PLAY!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp.

Heading east you will eventually find mountains that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.



COUNTY OF SAN DIEGO
DIVERSITY
& INCLUSION

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.

The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](https://www.sandiegocounty.gov) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.



COMPENSATION & BENEFITS

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

Benefits include:

- Fifteen days of paid vacation, thirteen days of paid sick leave, and fourteen paid holidays
- Medical, dental, and vision 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 more information, visit [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans

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 a qualified individual with disabilities to perform the essential functions of a job, on a case-by-case basis.

Beginning July 1, 2022, the Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

**** Please make sure to update the Work History in your application profile to match your resume. Hiring managers will only receive the redacted application (without resumes) to make a determination of which candidates they will interview. Resumes will be sent to hiring managers at the time interviews are scheduled.***

HOW TO APPLY

You may complete an online application at www.sandiegocounty.gov/hr; select the Current Job Postings link, Job Number **22092808U**. Applications should include a copy of your college degree, final transcript, diploma, or foreign studies equivalency certificate (if education was obtained outside of the U.S.). This recruitment will be opened **continuously** until the position is filled and may close once a sufficient number of applications have been received. Interested individuals are encouraged to apply as soon as possible for consideration.

You may direct any questions regarding the position or application and selection process to Jorge Puente, Executive Recruiter, Department of Human Resources at Jorge.Puente@sdcounty.ca.gov. Questions about the position should be directed to Kimberly Evers, Group Human Resources Director at Kimberly.Evers@sdcounty.ca.gov.

