



CHIEF NURSING OFFICER HEALTH AND HUMAN SERVICES AGENCY (HHSA)

Anticipated Hiring Range: \$190,000 To \$200,000
Annually

Excellent Benefits Package



THE POSITION

The County of San Diego Health & Human Services Agency (HHSA) is seeking applications from highly qualified individuals to serve as the **Chief Nursing Officer - Medical Care Services**. The Chief Nursing Officer (CNO) is the executive leader responsible for implementing nursing philosophy, vision, and strategic direction. The CNO's decisions and actions are based on ethical principles as outlined by the American Nurses Association. The CNO will practice in adherence with California Board of Registered Nursing Practice Act, the American Nurses Association's (ANA) Scope and Standards of Practice for Nurse Administrators, the ANA's Code of Ethics, and within the context of the Nurse Executive Competencies developed by the American Organization of Nurse Leaders (AONL).

Duties include the following:

- Formulates nursing's vision and strategic plan in alignment with the organizational strategic plan and the nursing professional practice model.
- Ensures exceptional delivery of nursing services by encouraging innovation and leveraging best practices that promote continuous improvement.
- Responsible for operational leadership, human resource and financial management, and quality improvement for nursing within HHSA.
- Builds and manages a diverse workforce based on organizational and operational needs and professional nursing clinical goals and outcomes.
- Implements and maintains optimal, culturally competent nursing care across the lifespan, focusing on social drivers of health and health equity.
- Fosters a culture of belonging where all staff members are valued and supported in practicing to the fullest extent of their education and their license.
- Advances a professional practice work environment for ongoing professional and career development.
- Advances the philosophy and structures of shared governance and distributed leadership.
- Oversees the disaster planning and response efforts for nursing services and builds functional capabilities for emergency preparedness.
- Facilitates meaningful relationships with internal and external partners to maximize interests that benefit the region.



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 time of appointment; **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. A doctorate in nursing or related healthcare field is highly desired.

REQUIRED CERTIFICATIONS

- A California Registered Nurse License is required at the time of appointment.
- CPR card is required at time of appointment.
- A valid National Provider Identification Number (NPI) is required at the time of employment.
- Certification as a California Public Health Nurse is highly desired



COMPENSATION & BENEFITS

The anticipated hiring range is \$190,000 to \$200,000 Annually plus an excellent benefits package. Salary reviews are performance-based and goal-oriented.

Benefits include:

- Fifteen days of paid vacation, ten days of executive time-off, 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
- May be eligible for a relocation allowance up to \$20,000
- Tuition reimbursement as approved
- Professional memberships as approved

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 persons of all genders, minorities, veterans 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.

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides 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 helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application. Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

Interested applicants are encouraged to apply as soon as possible.

HOW TO APPLY

You may complete an online application at <https://www.sandiegocounty.gov/hr/>; select the current Job Postings Link, Job Number 23092601U. Applications should include a copy of your college degree, final transcripts, diploma, or foreign 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.

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





The Community

COUNTY OF SAN DIEGO

San Diego County Facts:

- 3,359,630 2023 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.



As an employer of over 19,000 employees, the County of San Diego is an organization committed to veteran hiring, retention, and professional development. We recognize the contributions and sacrifices made by our veterans and value the unique expertise and leadership qualities they bring to our workforce. We strive to provide veterans with the resources and tools necessary to maximize their employment opportunities, and to assist veterans with their transition into civilian life by applying the valuable skills, knowledge and training acquired in service to positions and career paths at all levels within our large organization.



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/strategic-plan) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.