COUNTY OF SAN DIEGO
HEALTH AND HUMAN SERVICES AGENCY

LIVE WELL SAN DIEGO

Deputy Director, Departmental Operations

Health and Human Services Agency

Public Health Services

Anticipated Hiring Range $176,000 - $183,400 Annually







The Position

The County of San Diego, Health & Human Services Agency (HHSA), Public Health Services (PHS), is seeking applications from highly qualified individuals to serve as a **Deputy Director, Departmental Operations**. Under the direction of the Assistant Director, Public Health Services, this executive management position will have significant responsibility over the management of the administrative and operational activities of the department.

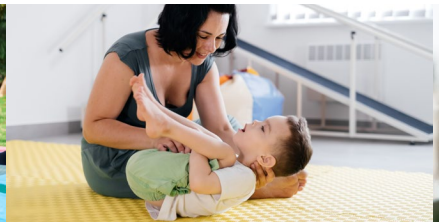
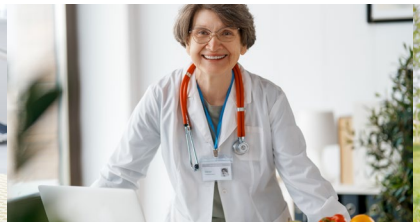
Key responsibilities of this position include:

- Assists in directing the overall activities of the PHS department, including program operations, fiscal management, personnel, and other administrative functions.
- Oversees operations for public health services and programs, including disease prevention and control, providing health education and health promotion programs, enforcement of health and animal control regulations, providing primary medical care services for those unable to obtain adequate health care, coordinating and organizing disaster medical services, and providing laboratory services.
- Directs the implementation and evaluation of public health initiatives and strategic priorities across department.
- Oversees public health accreditation and reaccreditation efforts, ensuring compliance with applicable standards, domains, and performance measures.
- Ensures departmental policies, procedures and operational practices are developed, maintained, and consistently applied across all PHS programs.
- Leads stakeholder and community engagement efforts to increase awareness of and access to public health and safety net services.
- Provides leadership in the development and continuous improvement of operational policies and procedures, identifies organizational challenges, and implements effective solutions while ensuring regulatory compliance.
- Fosters collaboration and coordination with County departments, health care provider networks, educational institutions, businesses, community and faith-based partners, and local, State and Federal governments.
- Ensures departmental strategies, services, and priorities align with the County's culture, the *Live Well San Diego* vision, and the Board of Supervisors Framework for Our Future priorities.

Public Health Services

Public Health has over 170 years of **history** in San Diego County. Public Health Services (PHS) is the local health department. We operate within the County of San Diego's Health and Human Services Agency. The vision of PHS is *Healthy People in Healthy and Equitable Communities.* This vision is achieved through our mission to promote health and improve quality of life. We achieve this by preventing disease, injury, and disability. We also protect against, and respond to, health threats and disasters. PHS is guided by the values of Diversity, Respect, Collaboration, Responsiveness, and Transparency.

Public Health Services is a nationally accredited public health department and provides services that identify and address the root causes of priority health issues to advance health, equity, and well-being among all San Diego County residents, including: communicable and chronic disease control, harm reduction services, maternal and child health, epidemiology, sexual health services, public health clinics, public health laboratory, vital records, and California Children's Services.


The Ideal Candidate

HHSA is seeking a strategic, collaborative, and innovative leader to provide direction over a large and complex department that provides a broad range of health and social services, promoting wellness, self-sufficiency, and a better quality of life for all individuals and families throughout San Diego County.

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

- Expert knowledge of Federal, State, and local health laws, regulations, accreditation requirements, and compliance standards, with the ability to interpret and apply regulatory requirements in complex operational environments.
- Comprehensive expertise in public health administration and practice, including prevention, community health, communicable disease control, epidemiology, environmental health, emergency medical services, public health emergency preparedness, public health nursing, health promotion, and healthcare access.
- Extensive knowledge of executive leadership principles and strategic management practices within large, complex public health organizations, with the ability to align organizational priorities with long-term goals.
- Demonstrated expertise in advancing equitable public health outcomes by addressing the dynamics and needs of diverse client populations including the elderly, persons with disabilities, veterans, adults, children, youth, and families across communities.
- Exceptional ability to develop and strengthen strategic partnerships with government agencies, healthcare providers, community organizations, and other stakeholders to expand access to public health and preventative health care services.
- Knowledge of policy development and implementation to continuously improve policies, procedures and operational frameworks that support HHSA programs and services.
- Ability to build and maintain effective relationships with elected officials, executive leadership, advisory groups, government agencies, and community stakeholders, and communicate effectively with high-level audiences and the media.
- Champions equity, belonging, and racial justice by integrating these principles into programs, policies, initiatives, and strategic decision-making aligned with the County's Operational and Strategic Plan.





Minimum Qualifications

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. AND a bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency.

Notes: For positions reporting to an Assistant Director, experience, as described above, may substitute for education.

A master's or doctoral degree from an accredited U. S. college or university, or a certified foreign studies equivalency, may substitute for up to one (1) year of the required experience and cannot be applied to the required one year of supervision.



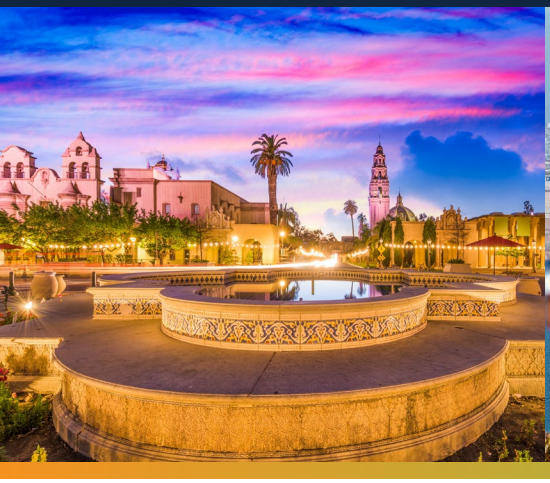
Why San Diego?

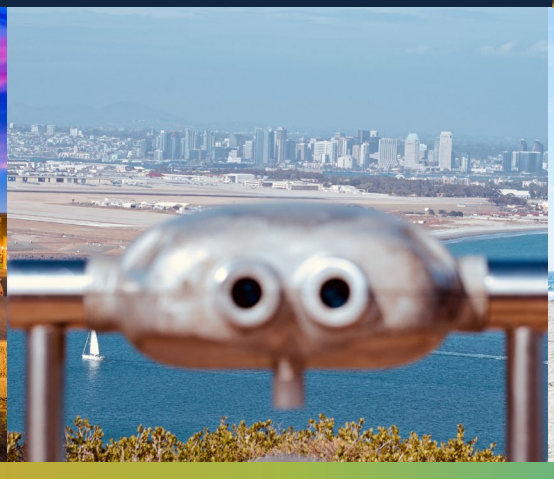
Enjoy a lifestyle that balances work and play:

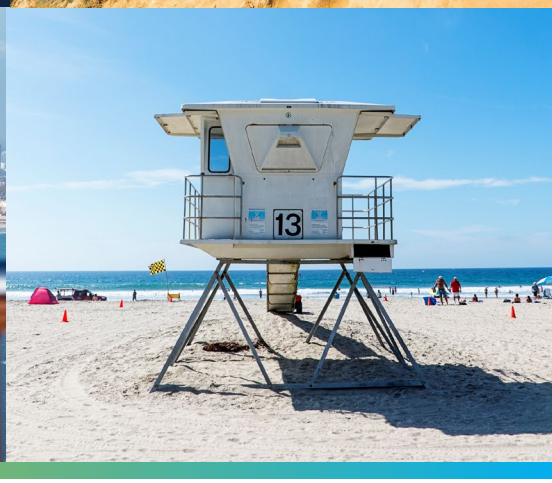
- Pristine Coastline: Over 70 miles of beaches.
- Mild Weather: Average 72°F with 10.4 inches of annual rainfall.
- Diverse Geography: Snow-capped mountains, deserts, and vibrant cities.
- Culture & Entertainment: Petco Park, Gaslamp Quarter dining, and multicultural experiences.











County of San Diego
Vision & Value



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 these values is infused throughout our operations. The County also embraces a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Read more about our Strategic Plan for more information.

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.

Compensation & Benefits

The anticipated hiring range is $176,000 - $183,400 annually. Salary reviews are performance-based and goal-oriented. Benefits include:

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of executive time off, and a total of 3 days of paid emergency child and/or older adult care leave per year
- 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



How to Apply

You may complete an online application at www.sandiegocounty.gov/hr select the Current Job Postings link, Job Number **26229606UHHSA**. 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.).

Key Dates:

- 1st Round Interviews: Week of January 11, 2027
- Anticipated Start Date: Month of February 2027

You may direct any questions regarding the application and selection process to Jorge Puente, Executive Recruiter at Jorge.Puente@sdcounty.ca.gov

Questions about the position may be directed to Angela Hawley, Human Resources Services Manager, at Angela.Hawley@sdcounty.ca.gov

Special Notes

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.