

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



## DEPUTY DIRECTOR, INPATIENT/RESIDENT CARE FACILITY Edgemoor Hospital

HEALTH & HUMAN SERVICES AGENCY  
Anticipated Hiring Range \$160,000 to \$175,000  
Excellent Benefits Package

[www.sandiegocounty.gov](http://www.sandiegocounty.gov)

# DEPUTY DIRECTOR, INPATIENT/RESIDENT CARE FACILITY | EDGEMOOR HOSPITAL

## COUNTY OF SAN DIEGO | HEALTH & HUMAN SERVICES AGENCY

The Health & Human Services Agency (HHSA) of the County of San Diego is seeking online résumés from qualified individuals for the position of Deputy Director, Inpatient/Resident Care Facility, to coordinate all administrative and clinical functions at the County's Distinct Part Skilled Nursing Facility (DPSNF) at Edgemoor Hospital. This executive management position will report to the Director, Behavioral Health Services and is the appointing authority for the hospital responsible for the management of the overall activities of the department.

HHSA is one of five groups of the San Diego County government with a budget of \$2.0 billion derived from Federal, State, and local funding, 6,300 HHSA employees, over 550 contracted providers, and hundreds of volunteers. HHSA is committed to advancing the County's vision of *Live Well San Diego*, which is Building Better Health, Living Safely, and Thriving. Based upon a foundation of community engagement and involvement, *Live Well San Diego* seeks to promote population health and wellness through collective impact.

For more information, visit [\*Live Well San Diego\*](#).

### THE IDEAL CANDIDATE

HHSA is seeking a dynamic, independent, and innovative leader who possesses a thorough knowledge of principles and practices of a distinct part skilled nursing facility such as Edgemoor Hospital. The ideal candidate will be licensed as a Nursing Home Administrator and possess a professional history that demonstrates the following leadership competencies and attributes:

- Senior/Executive management level experience that includes knowledge of Federal, State, and local regulation and standards governing distinct part skilled nursing and/or skilled nursing health care administration;
- Experience working within a large, complex matrix organizational structure;
- Ability to strategically plan and evaluate services, staffing, resources, and budget/fiscal management;
- Knowledge of developing, implementing, and evaluating therapeutic skilled nursing programs and services;
- Principles, practices, methodologies, and techniques pertaining to quality assurance, performance management, and utilization review;
- Strong political acumen and an appreciation for the unique nature of local government.

### MINIMUM QUALIFICATIONS

A bachelor's degree 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 current Skilled Nursing Facility Administrator License from the State of California is required at time of appointment and must be maintained throughout employment.**

### COMPENSATION

The anticipated hiring range, upon appointment, for this position will be \$160,000 to \$175,000. Salary is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal oriented.

### BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance 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 further information, please visit [San Diego County Employees Retirement Association](#) website
- Deferred Compensation Program (457) and 401(a) plans
- May be eligible for relocation allowance



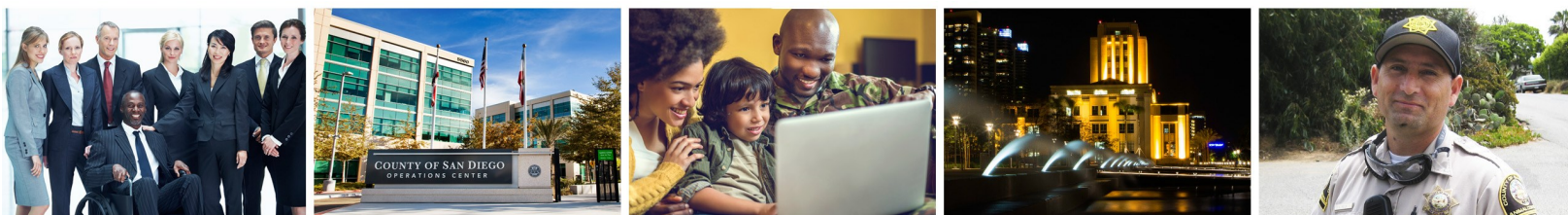
## DEPUTY DIRECTOR, INPATIENT/RESIDENT CARE FACILITY | EDGEMOOR HOSPITAL

Edgemoor Hospital is a part of Behavioral Health Services offering 24 hour inpatient health services as a long-term distinct part skilled nursing facility caring for individuals having complex medical needs, who require specialized interventions from highly trained staff. Edgemoor Hospital is a restraint-free environment providing rehabilitation by Physical, Occupational, and Speech Therapists; daily activity and recreational programs designed by Recreational Therapists; assistance with all levels of Activities of Daily Living (ADL) including help with meals, personal care needs, transferring and mobility; medication and treatment administration; I.V. therapy; tracheostomy care; and specialized diets monitored by Registered Dietitians.

Edgemoor is staffed by three full-time Board certified staff physicians and one full-time staff psychologist to provide professional medical services. With approximately 300 employees and a budget of \$41 million, Edgemoor is a 5 Star facility, having received its 20/20 rating from the Centers of Medicare and Medicaid Services (CMS) for quality services. Edgemoor Hospital is also the recipient of the national 2017 *Gold - Excellence in Quality Award* from the American Health Care Association and National Center for Assisted Living, that follows the Balridge Performance Excellence Program, a rubric that sets a series of specific performance goals on every aspect of operation from leadership and management to innovation, ethics, and societal responsibilities.

The Deputy Director, Inpatient/Resident Care Facility, will assist with oversight of the activities of the department, administer daily activities, and work with the management team to prepare long-term strategies to achieve strategic goals. Duties will include:

- Opportunity to shadow the current Deputy Director
- Assisting in the planning, implementation, and evaluation of policies and programs as well as the review of legislation
- Working closely with the County's senior leadership and HHSA Executives in setting and carrying out the County's vision, mission, values and objectives for the department
- Delivering departmental and organizational responsibilities and results consistent with approved levels of delegation and authority
- Leading and driving the development of programs and services, as well as creating a positive and productive culture and a work environment with a focus on customer service and continuous improvement



## 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 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.
- 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.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$6.26 billion and provides services to the residents of the County through its nearly 17,000 employees in 42 different departments.

# 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). By communicating and adhering to this business model, the County of San Diego is able to maintain an organizational culture that values transparency, accountability, innovation, and fiscal discipline which provides focused, meaningful public services.

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted online at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); select the link for jobs.

Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff.

An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

**First review of résumés will take place on Monday, June 25, 2018.**

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

The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. For more information, visit [www.livewellsd.org](http://www.livewellsd.org).



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any *county*, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.



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.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Brandy Winterbottom Whitney, Deputy Director of Human Resources at [Brandy.Winterbottom-Whitney@sdcounty.ca.gov](mailto:Brandy.Winterbottom-Whitney@sdcounty.ca.gov) or 858-505-6324. Questions about the position or department should be directed to Kimberly Evers, Group Human Resources Director for the Health and Human Services Agency at [Kimberly.Evers@sdcounty.ca.gov](mailto:Kimberly.Evers@sdcounty.ca.gov) or 619-515-6546.

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