

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



## DIRECTOR, INTEGRATIVE SERVICES

### HEALTH & HUMAN SERVICES AGENCY

Anticipated Hiring Range \$175,000 to \$180,000 depending on qualifications  
Executive Benefits Package

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

# DIRECTOR, INTEGRATIVE SERVICES

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

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 Director of Integrative Services. This executive management position reports directly to the Deputy Chief Administrative Officer/Director, Health & Human Services Agency. The incumbent oversees and acts as the appointing authority for the Integrative Services Division and is 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 POSITION

The Director of Integrative Services will establish strategic initiatives and oversee the administration of multiple services that integrate health, housing, and human services.

Duties include:

- Develop and direct collaborative systems that integrate physical and behavioral health, housing, public safety, and coordinate with internal departments and community-based organizations to plan, develop, and implement an array of services to meet the specific needs of the community
- Ensure alignment with existing health, housing, and social services systems including Drug Medi-Cal, Whole Person Wellness, and Project One for All
- Work closely with the County's elected leadership and top management in setting and carrying out the County's vision, mission, and objectives for the department
- Direct the development and implementation of operational policy and procedures, identify operational problems, and formulate appropriate solutions

### THE IDEAL CANDIDATE

HHSA is seeking a dynamic and innovative leader to provide leadership and direction for the integration of programs and initiatives with community partners. Qualifying candidates will possess a bachelor's degree or higher; and five years of experience that demonstrates the ability to perform complex policy analysis, implementation and evaluation, and to provide leadership and direction for the integration of programs and initiatives with community partners. Experience must include one (1) year of supervision. A master's degree or higher degree and may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.

A well qualified candidate will be able to excel in a highly political environment at the local, State and Federal levels. He/she will be adept at building consensus among multiple stakeholders, and have the ability to work with a high degree of independence. The ideal candidate will also possess a professional history that demonstrates the following experience & leadership competencies:

- Senior/Executive management level experience interpreting and implementing laws, rules, regulations, policies, and procedures
- Experience interpreting and implementing local, State, and Federal housing/social services/healthcare legislation and regulations
- Proven expertise working with government and community organizations to resolve issues related to housing , homelessness, behavioral health, and other human services
- Experience working within a large, complex matrix organizational structure
- Experience working with elected officials, top management, community groups, advisory boards, and government officials



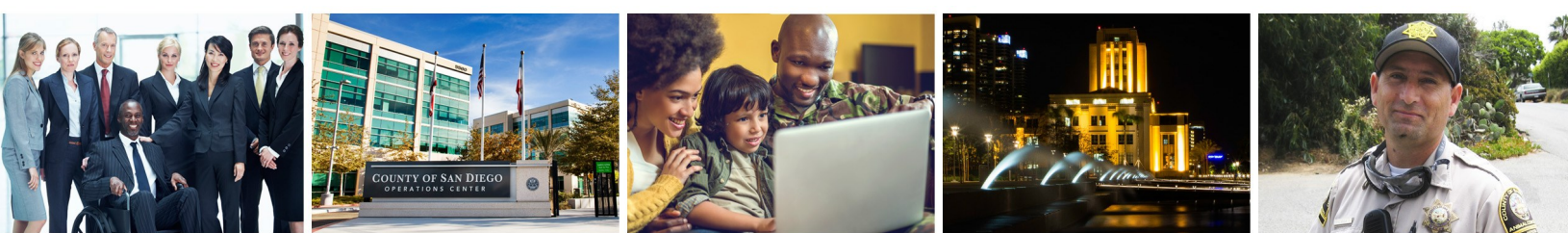
# THE COUNTY OF SAN DIEGO

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 \$5.7 billion and provides services to the residents of the County through its nearly 18,000 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.



## COMPENSATION

The anticipated hiring range, upon appointment, for this position will be \$175,000 to \$180,000 depending on qualifications. 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

# 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.

**The first review date of résumés will be May 4, 2017.**

## 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 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).



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, 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, 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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