

COUNTY OF SAN DIEGO



MEDICAL DIRECTOR

COUNTY OF SAN DIEGO – PROBATION DEPARTMENT

The County of San Diego is seeking dynamic physician leaders with a passion for building healthy communities. This is an exceptional opportunity for a California licensed, Board-certified, physician to help transform our continuum of care and lead essential medical initiatives within the County's Probation Department.

Anticipated Hiring Range: Depends on Qualifications

Full Salary Range: \$181,417.60 - \$297,960.00 Annually

The Position

Medical Director

As part of the Probation Administrative team, the Medical Director is responsible for the clinical oversight and leadership of daily operations amongst Probation facilities' correctional healthcare programs and services. As the Medical Director, you will have significant responsibilities for formulating and implementing medical policies, protocols, and procedures for the Probation Department.

Key responsibilities of this position include:

- Planning, directing, and coordinating all clinical functions for the Probation Department
- Making clinical decisions regarding patient admissions, treatment, and discharge
- Ensuring the appropriate and timely use of criteria and guidelines in the administration of both physical and behavioral health, and drug and alcohol treatment
- Monitoring and evaluating quality assurance and reviewing policies, principles, and methodologies
- Reviewing healthcare laws and regulations to implement in daily practices and ensuring compliance
- Monitoring facility or department budgets and developing strategies to improve communication between medical professionals and patients
- Developing and implementing innovative and traditional therapy plans and programs
- Selecting and hiring providers
- Supervising medical staff, behavior health, and alcohol and drug prevention specialist
- Providing strategic direction for the Probation Department





Ideal Candidate

COUNTY OF SAN DIEGO

- You have medical expertise in general and preventative medicine with the ability to demonstrate competencies in mental illness, psychiatric, emotional, and substance-related disorders, and diagnostic and treatment methodologies.
- You have vast general health and behavioral health experience in an institutional or correctional setting.
- You take pride in being a recognized leader in medical, behavioral health, and management fields.
- You are a champion of system transformation and healthcare integration.
- You thrive when working with a diverse team of professionals and staff to accomplish common goals.
- You are a highly effective communicator and able to address sensitive behavioral health issues with staff, customers, media, and community groups.
- You have a track record of successfully reaching out and establishing relationships with community leaders and organizations.
- You thrive in a collaborative environment and value compassion in a whole person approach to care and treatment.

Minimum Qualifications

Applicants must possess the following:

1. A valid license to practice medicine in the State of California; **AND**,
2. Board certified with the American Board of Medical Specialties in an applicable specialty field for this position; **AND**,
3. Three (3) years of progressively responsible experience in clinical practice, one (1) year of which must have included management experience planning, directing, and coordinating the activities of a healthcare setting with an interdisciplinary team approach.

Note: Residency requirements, certifications and experience are dependent upon assignment.

- A valid Drug Enforcement Administration (DEA) certificate is required at the time of appointment.
- A valid National Provider Identification Number (NPI) is required at time of appointment.

Salary & Benefits

Compensation:

Anticipated Hiring Range: Depends on Qualifications

Full Salary Range: \$181,417.60 - \$297,960.00 Annually

In addition to the base salary, the incumbent may receive:

- 10 % premium for Board Certification or
- 15 % premium for Board Certification and Sub-specialty

Benefits:

- 15 days of paid vacation, 14 paid holidays, 13 days of paid sick leave, 10 days of paid 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 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 with San Diego County Employees Retirement Association
- Deferred Compensation Program (457) and 401(a) plans
- Eligible for relocation allowance up to \$15,000



The Probation Department supports community safety by working with County departments, criminal justice agencies, and community partners to provide supervision and rehabilitative services for youths and adults in the justice system. The department also assists crime victims by securing restitution and holding clients accountable. The Probation Department has 1,009 employees and a budget of \$236.8 million and is located in central San Diego in the Probation Administrative Center.

MISSION

Through Probation team members and client-centered partnerships, we will stand in our values and become innovative through evidence-based and best practices in continuum of care, supervision, accountability, and a restorative practice philosophy within a culture of caring in promoting public safety.

VISION

To provide the highest quality of service through continuum of services, family and community engagement, restorative practices, and employee-focused enrichment.

THE COMMUNITY

OF SAN DIEGO

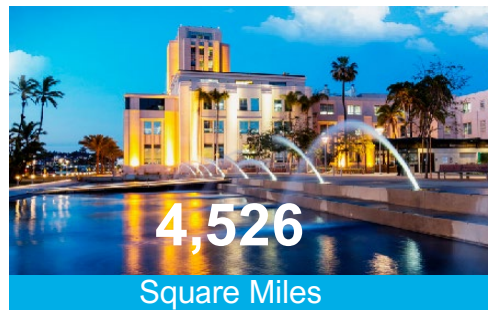
From our world-class beaches to almost year-round sunny weather, San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp District.

SAN DIEGO WEATHER ANNUAL AVERAGES

HIGH TEMPERATURE: 70°F

LOW TEMPERATURE: 58°F

RAINFALL: 10.4 INCHES



Heading east you will 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. Head west, and you will run into over 70+ miles of pristine coastline.



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.



LIVE WELL
SAN DIEGO

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, please visit www.livewellsd.org

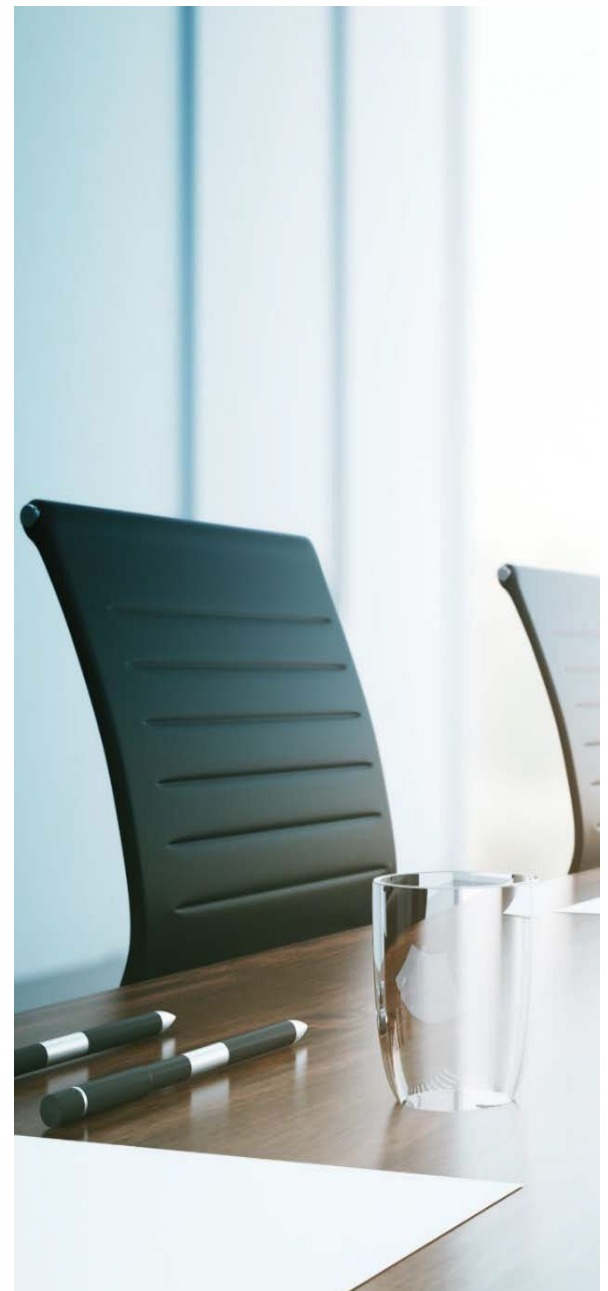
APPLICATION PROCESS AND RECRUITMENT SCHEDULE

You may complete an online application at www.sandiegocounty.gov/hr; select the Current Job Postings link, Job Number 23034008U. Please attach a copy of your resume, college degree, final transcript, diploma, or completion letter. **This recruitment will be opened continuously until the position is filled and may close once a sufficient number of applications have been received.**

Interested candidates are encouraged to apply as soon as possible for consideration

SPECIAL NOTES

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.



CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Jorge Puente, Executive Recruiter, Department of Human Resources, at Jorge.Puente@sdcounty.ca.gov. Questions regarding the position or department should be directed to B.J. Tamayo, Group Human Resources Director for the Public Safety Group at BillieJean.Tamayo@sdcounty.ca.gov.



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 \(sandiegocounty.gov\)](http://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.