Director of Public Health
County of Santa Barbara
The County of Santa Barbara is seeking a new Director of Public Health.

SANTA BARBARA COUNTY:
The County of Santa Barbara is one of the most beautiful areas in California. The region runs along the Southern California coastline and is 100 miles northwest of Los Angeles and adjacent to San Luis Obispo and Ventura counties. It covers 2,737 square miles, one-third of which is located in the Los Padres National Forest. Bordered on the west and south by the Pacific Ocean, the County has 110 miles of coastline.

The County is well-known for its mild climate, picturesque coastline, scenic mountains and numerous parks and beaches. It has four distinct areas: Santa Barbara Coast, Santa Ynez Valley, Santa Maria Valley, and Lompoc Valley. Together these areas contribute to the unique profile of the County, blending the characteristics of each area into one world-class county. With a population of approximately 440,000, the economic base includes engineering, resource extraction, wineries, agriculture, education, software development, and tourism. As of December 2016, the County’s average unemployment rate was 5.2% ranging from a high of 6.8% to a low of 3.1% in different cities and unincorporated areas. The County has a diverse population that continues to grow. For the fourth consecutive year the County saw positive trends in some economic segments, led by consumer spending and tourism. In addition, the income distribution illuminates the broad economic diversity of the region, with approximately 40% of households earning below $49,999 per year and 30% of households earning $100,000 per year or more.

The County of Santa Barbara is a service-oriented organization with a $1 billion operating budget. The County has 22 departments and a workforce of approximately 4,300 employees in over 700 different jobs.

PUBLIC HEALTH DEPARTMENT:
The mission of the Santa Barbara County Public Health Department is to improve the health of its communities by preventing disease, promoting wellness, ensuring access to needed health care, and maintaining a safe and healthy environment. This mission is achieved through our vision of “healthy people, healthy community, healthy environment.”

With a budget of $100 million, and over 500 employees, the Department has 3 primary divisions: Primary Care and Family Health, Community Health, and Administration.

PRIMARY CARE & FAMILY HEALTH:
The Primary Care and Family Health Division provides primary (including obstetrical services) and specialty care at eight Federally Qualified Health Centers including satellite clinics in Santa Barbara, Carpinteria, Santa Maria, and Lompoc. More than 110,000 patient visits are provided each year to low-income, uninsured, and underinsured families, adults, and children. Due to the ACA implementation, Medi-Cal patients seen in the medical clinics rose from 13,500 to 24,000 - an increase of approximately 80%. Pharmacy and clinical laboratory services are also provided within the Health Care Centers. In addition to the Health Care Centers, the Public Health Department has an integrated Health Care for the Homeless Program.

In 2016, the Health Care for the Homeless Program provided services to 2,244 individuals over the period of one year. This includes people who were homeless and people living in unstable housing situations.

COMMUNITY HEALTH
The Community Health Division focuses on core public health functions to prevent disease, promote wellness and maintain a safe and healthy environment. Programs include Disease Control, Maternal and Child Health, Nutrition Services, Environmental Health, Emergency Medi-Cal Services and Animal Services.
THE POSITION:
The Director of Public Health is an at-will Executive position appointed by the Board of Supervisors and reports to the County Executive Officer. Day-to-day guidance and supervision is coordinated through the Assistant CEO. The successful candidate plays an essential role in providing leadership and policy direction to promote the health and well-being of the unique and diverse populations of Santa Barbara County.

KEY RESPONSIBILITIES:
The County is seeking an experienced executive and skilled healthcare professional to serve as Director of Public Health. The Director will be responsible for the management, implementation, and direction on a County-wide basis of all public health services provided by the County including: statutory public health services, health education, multiple outpatient clinics providing primary and specialty care, contract hospital services, and related programs and activities. The Director will be a visible leader working across the community and various media outlets. The Director will play a key role working with all County constituents including the Board of Supervisors.

The successful candidate must be a passionate leader, possess outstanding communication (written and oral) and interpersonal skills and gain immediate credibility with the senior management team and community. The ideal candidate will bring strong relationship-building skills with all levels of employees, management, medical/clinical and community leaders. He/she will be a proven team-builder who can recruit, develop and mentor a highly collaborative group capable of supporting future growth, and has demonstrated leadership in promoting diversity and inclusion in the workplace.

The successful candidate must advance the Department’s goals of:
- Striving for the highest quality in support of our mission
- Aligning resources to best serve the community
- Strengthening the organizational foundation

He or she will ensure the delivery of core functions and essential public health services to the community at large. These functions and services include, but are not limited to, conducting community health assessments, developing policies and plans that support individual and community health efforts and implementing quality assurance measures. Additionally, the Director will diagnose and investigate health problems and hazards in the community, inform, educate and empower consumers regarding health issues and mobilize the community to identify and enforce laws and regulations that protect health and ensure safety. The Director will stay abreast of research and innovative solutions to health problems. Ultimately, he/she will support the “triple aim” of improving the health of the population, enhancing the patient experience of care and reducing per capita costs.
PROFESSIONAL EXPERIENCE & QUALIFICATIONS:
The successful candidate will have progressively responsible, public health management and administrative experience in a public health setting. Preferred experience includes working with, developing, and building relationships with community health care agencies, hospitals, and providers, to reinforce prevention-focused health and to foster cross program collaboration. The selected individual will also possess knowledge of preventive medicine and outcomes to promote public safety.

Qualified candidates should have knowledge of the following:

- Contemporary public health principles and practices including those related to building and sustaining successful inter-agency relationships at the local, state, and federal levels as well as with public health associations and community health groups.
- Understanding the need for prevention and education in addressing the wide range of public health related issues.
- Experience with Medi-Cal or similar insurance products.
- Federal and state laws and regulations governing the services and work of local public health programs.
- Principles and practices used in determining and serving community health needs and providing health service advocacy.
- Impact of social determinants of health as factors on the effectiveness of health care and general health service delivery.
- Federally qualified health center (FQHC) program requirements and benefits.
- Fiscal management, budget administration and control.

Qualified candidates should be able to immediately demonstrate the core competencies listed below:

- Intensity: A strong public health mission orientation; pursues the goal with passion; is results-oriented, and gets the job done.
- Ethical Behavior: Does what is right relative to providing health services; upholds the public’s trust and conducts self according to the highest set of leadership principles and medical ethics.
- Influence: Affects successful outcomes for public health and care delivery for the County through the use of influence, collaboration with health officials and providers, and a keen understanding of the organization’s goals, opportunities, and challenges. Possesses strong leadership skills and solid business and professional judgment.
- Commitment: Successfully builds relationships with and promotes involvement of diverse groups; possesses a customer service orientation and considers the needs of diverse customers/patients when developing policies and procedures related to healthcare delivery; balances the healthcare needs of the community with Department and County resources; establishes customer service as a focus and is committed to public health.

EDUCATION:
Qualified candidates should have a Master’s degree in Public Health, Hospital Administration, or related field. Additionally, graduation from an accredited school of medicine, completion of a recognized residency program, and certification by an American Specialty is required for candidates that have a clinical background.

COMPENSATION & BENEFITS:
A desirable compensation and benefits package will be provided to attract outstanding candidates. If applicable, relocation benefits will also be provided.

APPLICATION/INTERVIEW PROCESS:
To apply for this outstanding opportunity, please submit your resume by April 7, 2017 to: Jessica Johnson of Korn Ferry: Jessica.Johnson@kornferry.com.

For confidential inquiries/questions, please call Jessica Johnson at: 949-492-5770.

Please submit a statement of interest and resume to: Jessica Johnson – Sector Leader, Healthcare Services Jessica.Johnson@kornferry.com

– or –

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