



AN EQUAL OPPORTUNITY EMPLOYER  
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

## **HHS DEPUTY DIRECTOR – PUBLIC HEALTH**

**Application Deadline: January 24, 2022**

**DEPARTMENT:** Health and Human Services  
**LOCATION:** Countywide  
**SALARY:** Range 88 \$7611 \$7984 \$8389 \$8807 \$9248\*\*  
The above monthly salary will be paid over 26 pay periods annually.

**\*\*BENEFITS:** CalPERS Retirement System: Existing (“Classic”) CalPERS members as of January 1, 2013, (2% at 55) – Inyo County pays employee contribution for current CalPERS members; New CalPERS members (2% at 62) will be required to pay employee portion of retirement. Medical Plan – Inyo County pays a portion of employee and dependent monthly premium on PERS medical plans; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

**DEFINITION:** Under the direction of the Health and Human Services Director, or designee, to initiate, organize, direct, and coordinate the design and development of multiple public health programs including related client services; to plan, direct and administer the implementation and on-going management of multiple public health programs; to encourage and support the design and development of integrated service plans among Health and Human Services divisions and programs, as well as with other care providers as appropriate; to serve as a senior HHS management team member; and to provide proactive and positive support to community, departmental and multi-disciplinary teams.

**ESSENTIAL FUNCTIONS:** Conducts needs assessments, plans, directs and administers the implementation and on-going management of multiple and significant public health services and programs within the jurisdiction of the Inyo County Board of Supervisors, in the most cost effective and customer service oriented manner; facilitates and provides positive and effective leadership to program, project, and multi-disciplinary team members including within HHS and with other community agencies; develops networks, builds alliances, collaborates across boundaries, and finds common ground with a widening range of stakeholders; conducts oneself professionally; communicates effectively in writing and orally; grasps new information; masters business knowledge. Is technically knowledgeable in the health care field and demonstrates continual learning.

Through HHS Director, recommends policies to, and carries out policies of the Inyo County Board of Supervisors. Directs, coordinates and monitors the development of public health work plans, priorities, policies and procedures, and evaluation criteria; assigns work activities to staff, projects and teams; performs the most critical and sensitive professional representation, facilitation, and negotiation tasks; monitors and evaluates work in progress and at completion to ensure compliance with program/project criteria.

In a context of internal and external political and fiscal realities, identifies programmatic needs, goals, objectives, priorities, and activities to be accomplished consistent with policies of the Board of Supervisors and with the Health and Human Service Department’s mission, goals, and objectives, develops strategies for the successful achievement of those goals, objectives and priorities; directs and coordinates the implementation of accepted strategies and plans, programs and staff performance; creates a workforce culture which permits others to provide quality public service.

Identifies and develops new and/or modified programs that would promote and enhance the mission, goals, and objectives of the Inyo County Board of Supervisors and Health and Human Services Department and its client services; initiates, oversees, and participates in the necessary research and analysis to justify the appropriateness of implementing the proposed program/project. This is a particularly significant area of focus as we enter new health reform contexts at all levels of government, and requires special emphasis in both broad and detailed oversight and risk management of health/medical issues of inmates in custody in the Inyo County Jail and in the Inyo County Juvenile Center, as well as insight, flexibility, creativity and strategic thinking about future necessary responses to the local impact of health care reform implementation.

Serves as a contributing member with the Health and Human Services management team; participates in the development and implementation of Departmental policies, procedures, and systems; participates in the identification and allocation of fiscal, staffing, and material resources; and contributes to the problem-solving, decision-making, and planning activities of the Department; works closely with and monitors the contract deliverables of the Inyo County Health Officer; participates in staff recruitments, and makes recommendations about personnel hiring and discipline.

Initiates, directs and coordinates the design and development of integrated service plans whenever possible and practical; initiates collaborative efforts among relevant federal, state, and local agencies; acts as a representative of the Department with other County departments, state agencies and departments, community and outside organizations; ensures communication with and input into all decision-making and data collection processes that impact the goals and mission of the Health and Human Services Department as well as designated programs.

Provides professional and managerial resources to the Health and Human Services Director, the Departmental management team, other directors, managers, staff and clients in a responsible and supportive manner that will maximize the Department's effectiveness, responsiveness, and in accordance with its mission and objectives.

Participates in the development and administration of assigned program budgets, coordination and forecasting of funds needed; researches and analyzes funding resources and availability; monitors and reviews budgets with the Department's fiscal division and with other program managers/supervisors on an on-going basis.

Directs the investigation and resolution of complaints/concerns related to designated program areas and activities; identifies and initiates solutions to major issues involving policy, client service delivery, and organizational changes and directions.

Organizes, coordinates, provides leadership to and participates in a variety of committees and task forces within and outside of the Health and Human Services Department in response to identified needs, special assignments, enhanced communications, and the overall and on-going commitment to team management and the provision of quality client services within public health clinics, in the Inyo County Jail, in the Inyo County Juvenile Center, and within the community.

Performs related duties as assigned.

## **EMPLOYMENT STANDARDS**

**Education/Experience:** At least five (5) years of progressively responsible professional/clinical health experience in a health care field, including at least one (1) years in public sector work, AND at least a Bachelor's degree from an accredited college or university.

**Knowledge of:** Principles and objectives of public health services in California. Principles and practices of leadership, motivation, team building, supervision and conflict resolution. Pertinent local, state and federal laws, rules and regulations of California's public health systems. Standard and accepted organizational and management practices as applied to the development, analysis, and evaluation of programs, policies and operational needs in addressing an array of public health issues including but not limited to preventive health, chronic disease issues, community health, communicable disease management, continuity of patient care, child and adult growth and development, sociological, psychological and physical problems involved in the delivery of health care. Principles and practices of organizational administration and personnel management, supervision, training and performance evaluation. Cultural, religious, economic and social groups and relationships relevant to the delivery and acceptance of health and human services.

**Ability to:** On a continuous basis, analyze programmatic and technical reports; interpret and evaluate staff reports; know laws, regulations and codes; observe performance and evaluate staff; problem-solve department-related issues; remember various rules; explain and interpret policy. Plan, organize, direct, coordinate and evaluate the activities of multi-disciplinary management, professional, technical, and clerical staff involved in complex and

comprehensive program delivery; consider and respond appropriately to the needs, feelings and capabilities of different people in different situations; be tactful, compassionate, sensitive and treat others with respect. Develop and implement department/division policies, procedures and systems. Build consensus through give and take; persuade others; gain cooperation from others to obtain information and accomplish goals. Successfully develop, control and monitor multiple programs and related expenditures within budgetary constraints. Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals. Interpret and apply County policies, procedures, rules and regulations in an effective manner. Communicate clearly and concisely, both orally and in writing, using appropriate grammar and paragraph structure, and including proficient use of computers to produce written documents, regularly communicate via e-mail, and navigate the Internet. Operate automated office equipment and systems used by the Department. Supervise, train and evaluate assigned personnel. Work with various cultural and ethnic groups in a tactful and effective manner. Plan, organize, and schedule priorities for self and others in an effective and timely manner. Exercise good judgment by making sound and well-informed decisions; perceive the implications of decisions; make effective and timely decisions. Meet the physical requirements necessary to perform required duties in a safe and effective manner for self and others. Establish and maintain effective working relationships with those contacted in the performance of assigned duties. Consistent attendance is an essential function of the position.

**Typical Physical Requirements:**

On a continuous basis, sit at a desk or in meetings for long periods of time; intermittently walk, stand and bend while going to/from other offices; lift and carry at least 25 pounds for at least 30 feet; twist to reach equipment surrounding desk; perform simple grasping and fine manipulation; climb and descend stairs; use telephone and write or use a keyboard to communicate through written means; hear sufficiently to communicate with clients and to understand actions in public meetings, hearings or administrative proceedings; ability to drive long distances alone.

**SPECIAL REQUIREMENTS:** You may be required to drive a motor vehicle in the course of employment and must possess a valid operator's license issued by the State Department of Motor Vehicles. Must successfully complete a pre-employment background investigation and physical examination. Your position may be required to serve as a Disaster Service Worker during a County emergency. Possession of any one of the various California health care practitioner credentials is highly preferable.

**SELECTION:** Selection procedures will be determined by the number and qualifications of applicants and may include a qualification screening, written examination, computer skills exercise, and oral examination.

**APPLICATION:** Applications **must be received** at the Inyo County Personnel Office, P.O. Box 249, Independence, CA 93526, no later than 5:00 p.m., **January 24, 2022 (postmarks not accepted)**. Must apply on Inyo County application form. A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. **It is not acceptable to complete the application with statements like "See/Refer to Resume" or "See Attached"**. Incomplete applications will not be processed.

The County of Inyo has work sites located throughout Inyo County in the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancha) and the Death Valley area (Death Valley, Shoshone, and Tecopa). Positions are assigned to a work site based upon the needs of the County. The Department Head and/or County Administration, on a case-by-case basis, may temporarily or permanently reassign positions to another work site as deemed necessary. Additionally, this position requires occasional vehicular travel to other California locations for participation in relevant events or meetings.

**THIS RECRUITMENT MAY ESTABLISH AN ELIGIBILITY LIST THAT MAY BE USED FOR ONE YEAR IN FILLING COUNTYWIDE VACANCIES THAT MAY OCCUR IN THIS JOB CLASSIFICATION AND SALARY RANGE.**

**REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES:** Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0295 prior to the examination process.

**CITIZENSHIP/IMMIGRATION STATUS:** Inyo County hires only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.