

County of Marin, California



*"Whatever affects one directly
affects all indirectly."*

~ Martin Luther King

DIRECTOR OF HEALTH AND HUMAN SERVICES

Salary: \$195,312 – \$215,342 annually DOE/DOQ

The County of Marin seeks a Director of Health and Human Services who is a collaborative, executive leader with significant experience in the field of Health and Human Services. The ideal candidate will have expertise working with community-based organizations and elected officials and understands the complexities of a multi-million dollar budget and achieving excellent performance. This position leads the County's largest Department which provides comprehensive social, mental health, public health and alcohol and drug services. As Director your leadership, passion and dedication will lead excellence in programs and services, and the Department's journey to improve the lives of our residents. *Apply today to join our team and make a difference in the thousands of lives we serve in our community.*

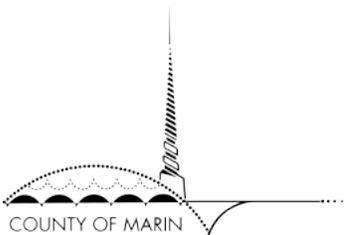




Photo Courtesy of Marin Convention & Visitors Bureau



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The Community

Marin County, California, is a special place and home to a community of 250,000 engaged and culturally diverse residents. Marin is located in the North Bay across the Golden Gate Bridge from San Francisco and next-door to the vineyards of Napa and Sonoma Counties. Marin is a desirable place to live and known for its combination of rural and suburban lifestyles, excellent schools, entertainment and recreational activities, and mild, year-round climate.

Marin is the home of artists, is the birthplace of mountain biking and Obi Wan Kenobi, and includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito, and Tiburon. Marin is abundant with natural habitats including outstanding examples of Northern California environments including oak-bay woodlands, savannas, grasslands and salt marshes; managed and protected to enhance their natural and undeveloped character. Outdoor recreation in Marin County includes whale migration and bird watching, garden tours, golf, hiking, running, mountain biking, horseback riding, sail boarding, surfing, fishing, boating, kayaking, canoeing, etc.

The County

This diverse organization strives to uphold a set of core values: respect, trust, integrity, diversity, equality, excellence, accountability, innovation, and collaboration. These values help to maintain and enhance public trust and helps achieve high quality service outcomes. The County is committed to being a well-managed organization that relies on the talents of its workforce to succeed.

The County of Marin is comprised of 23 agencies and departments with a workforce of approximately 2,100 employees and an operating budget of \$489 million (FY 14/15). The County is governed by the Board of Supervisors, which is made up of an elected representative from each of the five voting districts in this general law County.



“Do you see the link between you and me? If you are not there, I am not here.”

~ Thich Nhat Hanh



The Health & Human Services Department

The Department of Health and Human Services (H&HS) is an innovative, integrated health and human services Department composed of five divisions -- Administration, Community Health Policy & Prevention, Mental Health & Substance Use Services, Public Health and Social Services -- that deliver, coordinate, and administer a range of federal, state, and local programs that address the County's health and welfare needs of its residents; [CLICK HERE](#) for a resource guide to services.

The Department is committed to ensuring healthy communities through health policies and practices that allow residents to achieve an optimal level of health and well-being. The culture supports employee engagement where employees are proud of the work they do and flourish in an environment that encourages creativity and innovation. The Department and County are financially stable and recovered well from the economic downturn. The Department is a perfect size to allow agility to adjust to changing environments and the right amount of resources to provide a positive impact to the clients we serve in our community.

Current and Future Opportunities/Challenges:

- Closing equity gaps that exist in our community
- Addressing homelessness and the lack of affordable housing in our community
- Coordinating clinical service needs and shifts due to the Affordable Care Act
- Succession planning strategies to address an aging workforce
- Assessing and identifying resources to meet the growing needs related to aging community demographics
- Building and sustaining a culture that is transparent, participative, engaging and creates an inspired workforce
- Developing a continuous educational and collaborative communication process between staff and community based partners to provide excellent wraparound services

The mission of the Health & Human Services Department is to promote and protect the health, well-being, self-sufficiency and safety of all people in Marin County.



“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

~ Jack Welch

The Position

This position is an at-will position appointed by the Board of Supervisors and is a member of the County’s executive leadership team. The Director of Health and Human Services will oversee a \$160 million budget, six division managers and approximately 600 employees. The department budget includes an impressive general fund match of 26%, or \$41.5 million of the \$160 million budget, which represents the Board of Supervisor’s strong commitment and support to health and human service programs serving Marin County residents.

The Department provides a one-stop health service location at its new Health and Wellness Campus and provides additional services through nine other locations across the county. Marin is also home to many community-based organizations providing services and resources to accommodate needs of our clients throughout the community, including the Marin Community Foundation which generates \$30 million a year in grants to support those in our community with the greatest need.

The Ideal Candidate

The ideal candidate for Director of Health and Human Services will help build a vision for the future that is shaped by the desire to work collaboratively with key stakeholders creating a better quality of life for everyone in our diverse community.

The ideal candidate will have excellent leadership skills, and the expertise and vision to continue effective and efficient management of the Department while also leading future growth and advancement of the County’s goals.

This candidate is an experienced organizational leader who excels at leveraging the technical expertise of internal and external resources and is a proven professional who takes initiative, is results oriented, builds positive relationships, develops others, and is diplomatic and an excellent communicator. The ideal Director will manage competing demands, have a passion for public service, a desire to serve the most vulnerable, and a dedication to supporting the social, ethical and cultural values of the community.

Preferred background and credentials include:

- A Bachelor’s degree from an accredited college or university with major course work in health administration, social work, substance abuse, business administration, public administration, or a related field; an advanced degree is desirable
- Seven years of progressively responsible management and administrative responsibility in a public or non-profit organization in a complex health, mental health, or social service organization



In addition to preferred background and credentials, our ideal candidate will have demonstrated competence and qualities in the following areas:

LEADERSHIP

- Listening and servant leader who creates a safe, mission and vision focused, learning culture
- Represents a leadership style that is consistent, clear, fair and decisive
- Uses data to make informed decisions
- A strategic leader who develops a clear vision and direction, is on point and follows through; aligns the organization and its functions with the evolving and changing environment
- Inspires employees and creates a positive and rewarding work environment
- Uses best practices in organizational management to increase efficiencies and effectiveness
- Successfully collaborates with community partners
- Leads with integrity, transparency and ethics

PARTNERSHIPS / LEGISLATIVE AFFAIRS / POLICY ACUMEN

- Policy and business savvy
- Understands internal and external needs related to weaving services between government and community-based organizations to support the needs of the community
- Develops and maintains a close partnership with the justice community
- Successfully works with and maintains relationships with labor management groups
- Attends local and occasionally statewide meetings related to Department programs and policies
- Represents the County at community meetings and sits on multiple boards, groups and committees
- Monitors legislation and engages decision makers on policy that may affect programs and services

BUSINESS ADMINISTRATION / FISCAL MANAGEMENT

- Has experience overseeing a large budget and complex, programmatic funding streams
- Recognizes the importance of other County businesses and works collaboratively
- Values the importance of diversity in the workplace
- Develops practices that endorse accountability and assists in achieving continuous improvement goals
- Interest and ability to tap resources that staff provide at all levels in the organization
- Demonstrates operational agility, organizational development, and best practices to streamline processes and improve efficiency and effectiveness

PROGRAMS / SERVICES

- Clear strategic vision and understanding of shifting populations and strategizing best practices to meet changing needs, resources and services
- Possesses a big picture understanding of comprehensive programs and services and identifies and translates future policy change that impact programs and services at the local level
- Stays informed regarding innovative and best practices
- Makes certain all programs are structured to ensure accessibility to all
- Uses technology in promoting efficient delivery of quality services to the community

COMMUNICATIONS

- Great interest and ability to build internal and external relationships with colleagues, elected officials, community-based organizations, management and staff
- Excellent facilitator and negotiator who works well with conflict and uniting differences
- Clear and effective communicator and adept and articulate public speaking and presentation skills
- Develops trusted relationships, words and actions align, and successfully influences others



“Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own.”

~ Cesar Chavez

Compensation and Benefits

Salary: \$195,312 – \$215,342 annually
DOE/DOQ

Salary is supplemented by a generous benefit program that includes the following elements:

- **Retirement (37 Act):** new employees 2% @ 62 for new employees and reciprocity with CalPERS.
- The County does not participate in Social Security except for the mandatory Medicare contribution.
- **Insurance:** cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.
- **Leave Allowances:** generous vacation, personal, management, and sick leave benefits plus 11 paid holidays annually.
- **Deferred Compensation** – tax deferred 457K plan which employees may contribute to enhance their retirement.

HOW TO APPLY:

Apply by February 6, 2015 for first consideration.

Email your cover letter and resume to: **wendi@wbrowncreative.com**, or

Fax to: 866-224-1423

Contact Wendi Brown with questions:

541-858-0376 (direct), or
866-929-WBCP (toll free)

