



Public Health Seattle & King County Director of Environmental Health

Recruitment Announcement



Public Health – Seattle & King County is seeking a Director to lead its Environmental Health Services Division who can set the strategic direction for the Division to help assure that strategies, policies, and interventions are in place to promote and protect environmental health conditions.

ABOUT THE ENVIRONMENTAL HEALTH SERVICES DIVISION

The Environmental Health Services Division (EHS) focuses on prevention of disease through sanitation, safe food and water, proper disposal of wastes and toxics, and promoting safe and healthy environmental conditions throughout King County for the benefit of all residents and visitors. The majority of EHS work is considered Foundational Public Health Services and is primarily funded through permit fees for which programs operate based on a full-cost recovery rate methodology. This work is performed by an extremely talented and dedicated base of employees, who along with the director, embody values and embrace the culture and vision of the county's equity and social justice policies and practices.

The mission of Environmental Health Services is to identify and sustain environmental conditions that promote healthy people and healthy communities in Seattle and King County.

To protect the public from disease and promote health, we focus on three holistic strategies:

- Educate and inform the community about healthy environmental practices
- Use rules and regulations to safeguard the health of our communities
- Conduct planning and policy development to address preventable health hazards

Each year we provide tens of thousands of inspections and consultations to individuals throughout King County.



The Environmental Health Division’s services are organized into three sections:

Food and Facilities Protection – Restaurants, swimming pools and other public facilities can spread disease and cause injuries. The Food and Facilities Protection Program’s environmental health professionals work to ensure that these public businesses are operating with the public’s health in mind and in accordance with County and State regulations. Food and Facilities staff also monitor swimming beaches and shellfish for harmful levels of bacterial contamination or toxins.

Community Environmental Health – Community Environmental Health encompasses a wide range of environmental services that are essential to the health of King County residents and visitors. Working in cooperation with state and other local agencies,

program teams manage chemical wastes, educate about toxic exposures such as lead and arsenic, supervise solid waste and hazardous waste disposal, and help control rodent infestations and diseases transmitted by animals. We also protect community health through inspections and enforcing regulations pertaining to septic systems, garbage and green waste disposal, and plumbing systems in King County.

Planning and the Built Environment, Code Enforcement, and Emergency Preparedness – Environmental Health staff in this section have important roles that support environmental protection and public health through policy development, planning, enforcement, and emergency response.

COMMITMENT TO EQUITY & SOCIAL JUSTICE

As the only county in the United States named after one of the most influential civil rights leaders in our nation’s history, Martin Luther King, Jr. County is a vibrant international community with residents that represent countries from around the world. It is a region with increasing diversity that cherishes the artistic and social traditions of many cultures.

King County has a deep commitment to equity and

social justice and is seeking a Director of Environmental Health who understands that as public servants, we are the gatekeepers of our county’s policies and services and have a direct impact on whether or not they are equitable and just in practice. The director leads the way for the division in this work, with not only creating and fostering an inclusive workforce, but also ensuring that access and availability of the division programs are equitable across the county we serve.



ABOUT THE POSITION

The Director is a leader in the organization and the community in the assurance of quality environmental health services throughout King County. The Director is responsible for providing education and information to the community about healthy environmental practices, use rules and regulations to safeguard the health of communities, and conduct planning and policy development to address preventable health hazards. These responsibilities and duties are carried out with internal processes and also through managing external relationships with our community partners and cross-department stakeholders.

Reporting to the Director of Public Health, the Environment Health Services Director is responsible for providing collaborative leadership and a clearly articulated vision. The Director will lead the Division in provision of high quality, efficient, accessible systems, while being innovative and strategic about future directions, roles, and service delivery models.

The Environmental Health Services Director:

- Oversees the day-to-day operations and staff (152 FTEs) and serves as a key adviser to the Public Health Director and other County officials on Environmental Health related issues;
- Directs the development and implementation of strategic goals, vision, workforce management, performance measures, strategies, policies, best practices, and initiatives;
- Represents PHSKC on regional, state and national workgroup for environmental health policy advancement. This includes the Environmental Health Directors section of the WA Association of Local PH Officials and active participation in the NACCHO;
- Directs and shapes systems to promote an organizational culture that supports continuous improvement and embraces equity and social justice for employees;
- In collaboration with the division and department finance manager, develops rates and manages fee-based revenues and a complex fund;
- Fosters a culture of innovation and sustained change with a strong sense of how to develop and offer new products and services;
- Utilizes internal and external resources, technology, and continuous improvement techniques to report metrics, improve processes, create more capacity, and deliver greater value to customers and community.



THE IDEAL CANDIDATE

For this important role King County seeks a credible, unifying people leader who is deeply committed to the success of the Environmental Health Services Division, is a strategic big-picture thinker and will be able to deliver the level of services that the residents of the County value. An ideal candidate will grasp the county initiatives around equity and social justice, and will embody values that support the strategic plan as well as all the employees, and all the residents of the county. Candidates should bring strengths in both external relations and internal management with an ability to balance the two.

DESIRABLE QUALIFICATIONS

A strong background in environmental health operations and increasingly responsible management experience within a large multi-faceted organization.

The preferred candidate will have demonstrated success in the following areas:

- Environmental health operations.
- Managing employee performance including establishing deliverables with clear expectations and focus, while providing coaching.
- Implementing best business practices and customer service improvements.
- Performing complex analysis; preparing technical and high profile reports; preparing and managing budgets, preparing strategic and operational plans.
- In addition the preferred candidate will have the following skill sets:
- Seasoned leader who is results oriented and knows how to hold others accountable for results. Can manage and provide strategic leadership, including working collaboratively.
- Exhibits excellent people leader skills. Have strategies and ideas to continue to build on a culture of employee engagement which supports the development, learning, coaching, and team building necessary for the workforce of the future. Quickly builds trusting relationships with team members.
- Exhibits maturity and high degree of emotional intelligence when interacting with others. Manages conflicts well. Exercises good judgment consistently and exhibits a calm demeanor during crisis.
- Exhibits strong analytical and strategic thinking skills: seeks to understand root causes of problems before jumping to solutions; good at anticipating and avoiding problems; uses data and metrics to drive decision making; has vision for where to take the organization and has strategy for getting there.
- Excellent presenter and communicator: Skilled at preparing formal reports and written correspondence.
- A “customer first” philosophy.
- Understands and embraces continuous improvement concepts, with practical applications being the most desirable. Behaves as coach/mentor with direct reports and teams and encourages them to solve problems, reduce waste, and achieve results that customer’s value.

APPLICATION PROCESS

Persons interested in this position should submit the following information:

- A cover letter.
- A current resume that reflects the size of staff managed and budget for recent positions.

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials by visiting www.karrasconsulting.net and clicking on “view open positions” no later than September 17th, 2018.

King County is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

COMPENSATION

The annual salary range for this position is \$139K-\$186K. Benefits are among the best in the region and include comprehensive employer-paid medical, dental, vision and life insurance, public employee retirement system contributions, holiday, vacation, executive leave and sick leave.



ABOUT KING COUNTY (GREATER SEATTLE METRO AREA)

King County has a very strong and resilient economy and an environment where people and businesses can thrive. Located on Puget Sound in Washington State, and covering 2,134 square miles, King County is nearly twice as large as the average county in the United States. With more than 2 million people, it also ranks as the 13th most populous county in the nation.

King County is comprised of 39 cities and is truly an international destination, with over 100 languages spoken in the region and 30 million visitors annually. King County is home to the City of Seattle, suburban cities, small towns, islands, and rural communities, as well as forests, bodies of water, and farmlands.

Cities within King County frequently appear on “Best Places to Live” lists and it is #4 on the Forbes “The Best Places for Business and Careers” List. Many King County communities have highly rated schools, nationally recognized restaurants, vibrant recreation, and numerous cultural opportunities. Housing options range from easy-to-access islands, downtown high-rises, and distinct Seattle neighborhoods to suburban developments that boast walkable amenities.

