



Public Health
Seattle & King County

Public Health – Seattle & King County Jail Health Services Division Director

Recruitment Announcement

Public Health – Seattle & King County is seeking a Director to lead its Jail 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 jail health conditions.



KARRAS
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ABOUT THE JAIL HEALTH SERVICES DIVISION

Jail Health Services (JHS), a division within Public Health – Seattle & King County, provides a full range of health care services to the incarcerated population in the King County Correctional Facilities.

The JHS vision is “Opening doors to healthier, happier lives”, and the mission is to assess and stabilize serious health problems for the detained population of the King County Correctional Facility (KCCF) and the Maleng Regional Justice Center (MRJC), with a focus on transition from jail.

An intake receiving screening is provided to all booked individuals to identify health needs.

Additionally, a range of health services is available including:

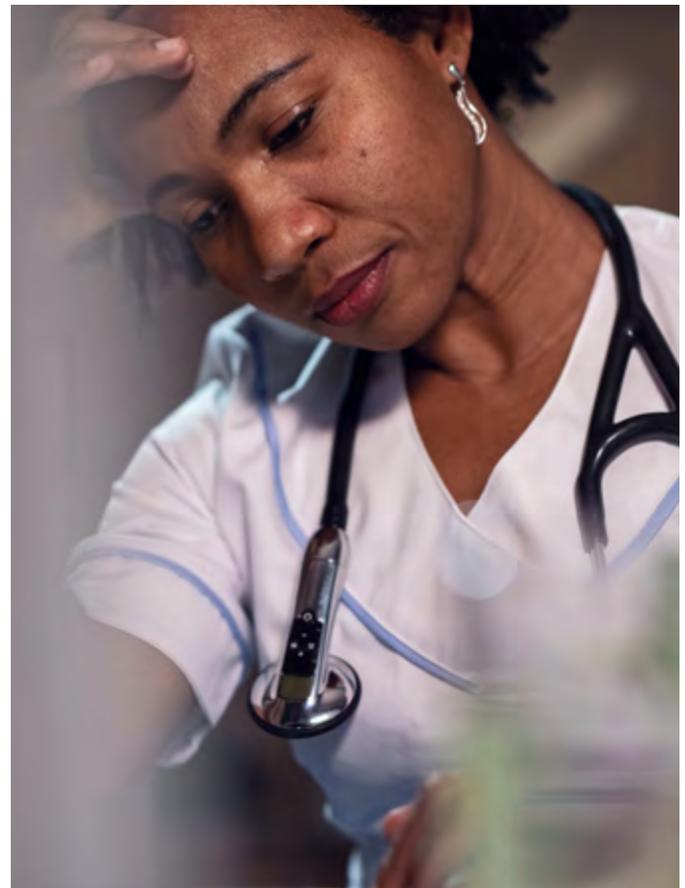
- Nursing health assessment, monitoring, and treatment
- Acute medical care
- Wound care
- Lab/x-ray services
- Pharmacy services
- Alcohol/drug withdrawal management and treatment
- HIV/sexually transmitted disease testing and counseling
- Emergency care
- Referral to specialty medical care
- Mental health screening, case management, and crisis counseling
- Psychiatric treatment
- Urgent and emergent dental care
- Social work assessment, case management, and release planning
- Specialized medical housing

JHS maintains a robust continuous quality improvement program and is a leader in the County on implementation of LEAN process improvements.

COMMITMENT TO EQUITY AND 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 JHS Director 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.



ABOUT THE POSITION

The JHS Division Director is responsible for overseeing operations and delivery of health care for a large complex system that operates within a jail environment. Reporting to the Director of Public Health, the Director will drive accountability for the division in order to fulfill the mission and vision.

The JHS Director:

- Oversees the day-to-day operations and more than 180 staff, serving as a key adviser to the Public Health Director, Department of Adult and Juvenile Detention Director, and other County officials on Jail Health related issues;
- Directs the development and implementation of strategic goals, vision, workforce management, performance measures, strategies, policies, best practices, and initiatives;
- Directs and shapes systems to promote an organizational culture that supports continuous improvement and embraces equity and social justice for employees;
- 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 JHS Division, is a strategic thinker, and will be able to deliver the level of services that the residents of the County value. Candidates should bring strengths in both external relations and internal management with an ability to balance the two.



DESIRABLE QUALIFICATIONS

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

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

- Healthcare 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 a 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 budget and staff managed 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 April 29th, 2019.

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 \$145K-\$184K. Benefits are among the best in the region and include comprehensive employer-paid medical, dental, vision, 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.

