



## **DIRECTOR OF PUBLIC HEALTH**

### *Recruitment Announcement*

### **About the Department**

Every day, roughly 370 employees work behind the scenes to fulfill the mission of the Tacoma-Pierce County Health Department: To protect and improve the health of all people and places in Pierce County. The work in almost 25 program areas means you can safely enjoy a meal, drink safe tap water, breathe clean air and stay illness-free. That's why public health is essential.

The Tacoma-Pierce County Health Department is an independent government agency with an appointed policymaking body. Board of Health members serve a two-year term. The Pierce County Council appoints three regular members. The Tacoma City Council appoints one regular member. Both the Pierce County Executive and the Tacoma Mayor serve on the Board of Health and may delegate the position if desired. The Pierce County Cities and Towns Association appoints a regular member. The Pierce County Medical Society appoints a regular member.



*The work of the Department includes the following:*

### **Communicable Disease Control**

- Prevents and controls the spread of diseases
- Investigates and limits disease outbreaks.
- Ensures people with diseases such as HIV/AIDS, whooping cough, and tuberculosis get care.
- Prepares for and responds to emergencies.
- Ensures food in restaurants and schools is safe to eat.

### **Environmental Health**

- Helps communities become healthier places to live, learn, work, and play.
- Ensures people have access to healthy foods and healthy environments.
- Makes sure water is safe to drink and swim.
- Protects air quality so you can breathe easy.

### **Strengthening Families**

- Helps children, families, and communities thrive.
- Supports families with young children.
- Provides treatment, counseling, education and prevention for substance use disorder.
- Coordinates comprehensive oral health in communities.

### **Administrative Services**

- Ensures our organization is high-performing, innovative and quality focused.
- Ensures financial sustainability and capacity.
- Ensures a responsive, well-trained and competent workforce.
- Provides timely and effective communication.
- Ensures optimal facilities and technology infrastructure.
- Guides the Department's journey to become an anti-racist and multicultural agency.



## Vision

Healthy People in Healthy Communities.

## Mission

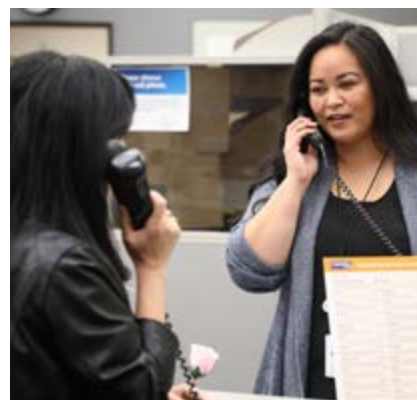
We protect and improve the health of all people and places in Pierce County.

## Priorities

- People are healthy and safe here.
- People have equitable opportunities for health.
- Children, families and communities thrive.
- Our organization is high performing, innovative and quality focused.

## Tacoma-Pierce County Health Department Values

- **Equity** We work to eliminate racism and cultivate a multicultural organization. We prioritize communities with the greatest needs to improve health for all. With our partners, we create policies, foster trust, and promote justice to improve social, economic and environmental conditions. We create spaces where everyone belongs. We act.
- **Integrity** We show honesty, trust and fairness in words and actions. We encourage professional and personal growth. We share knowledge and skills with our colleagues and partners. We rely on one another and know those we serve rely on us. We help.
- **Respect** We value our customers, partners and co-workers. We celebrate diversity in all forms. We pursue kindness, compassion and acceptance. We listen to and learn from others and encourage people to share ideas. We care.
- **Leadership** We are all leaders, leading from different roles within the agency. We make sound decisions consistent with our values and policies. We strive for and promote excellence. Our communication is clear, positive and constructive. We serve.





## About the Position

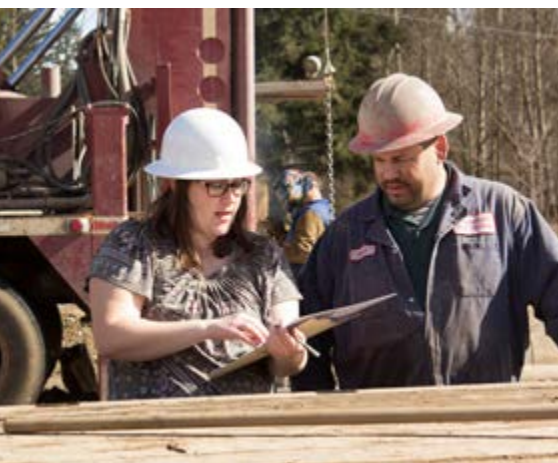
Governed by a local board of health the Director of Public Health is responsible for leading and directing the operations and programs of the Tacoma-Pierce County Health Department, a combined county-city health department.

The Director oversees a team responsible for providing resources and leadership to Health Department employees in a way that fosters a supportive, compassionate, safe, trustworthy, respectful, and motivating work environment.

The Health Department Director sets strategy and policy, while acting as guardian for services that represent and support the diverse communities and needs within Tacoma-Pierce County. The Director works with stakeholders, both internal and external, to collaborate and guide the legal and financial responsibilities of the Health Department, and on significant matters represents the department to the public, elected officials, other agencies, governments, and organizations. The Director creates a culture of respect, trust and understanding for the highly diverse populations the Health Department serves in the community.

*Key responsibilities of this role are that the Director:*

- Inspires and leads the department to achieve high level performance, quality, accountability and excellence. Maintains an authentic and trusted leadership reputation.
- Fosters and leads a collaborative, caring work environment that empowers staff to thrive and work to their full potential. Leads and mentors the leadership team and staff to work with compassion and model Department values.
- Directs policies, systems and environmental approaches to protect and improve the health of all Pierce County residents.
- Provides executive leadership to foster an anti-racist, multicultural, and trauma-informed organization.
- In collaboration with the Health Officer, makes recommendations to and consults with the Board of Health on public health policies, strategies, and proposals of public health programs.
- Directs health data analysis for publication or presentation following epidemiologic best practices. Reviews and interprets data to make public health recommendations.
- Promotes healthy people and communities through multiple communication channels, including media interviews and community presentations.
- Leads the department in the development and implementation of long-range strategic planning and budgeting; directs and oversees the development of department policies, procedures, and business practices.
- Oversees, directs and provides final approval on high profile/ critical reports, policy reviews and studies; presents information regarding the department's business status, goals, objectives, operations, successes and challenges; oversees special projects and studies.
- Cultivates and maintains effective working relationships with elected officials, community organizations and other partners.
- Facilitates partnership development with culturally-based organizations, businesses and governmental entities for service delivery and to build capacity.
- Coordinates and interacts with a broad range of community partners and public stakeholders to implement services to communities of color.
- Participates in the interpretation, negotiation, management, and enforcement of contracts and grants; coordinates the finalization of budgets to ensure the timely submission of the department budget.





## The Ideal Candidate

For this important role the Board of Health seeks a credible, unifying leader who is deeply committed to the success of the Department and is a strategic big-picture thinker. The successful candidate will possess strong community engagement and interpersonal skills and a high level of emotional intelligence. They will have a desire to collaborate with diverse stakeholder groups including providers, community leaders, tribes, coalitions, advocates, elected officials, and health and social service providers.

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

- Proven large-scale leadership and management experience.
- Knowledge of modern principles and practices of public health including social determinants of health, health equity, chief health strategy, and policy/system/environmental approaches.
- Ability to demonstrate a commitment to and lead health equity and racial justice work.
- Significant fiscal responsibility in a complex organization managing budgets, which include multiple sources of funds.
- Ability to establish and maintain collaborative and effective working relationships with healthcare providers, elected officials, staff, representatives of other agencies and businesses, and diverse members of the public. Ability to use tact, discretion, and courtesy to gain cooperation of others.
- Ability to demonstrate cultural competency, interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, racial, ethnic, and professional backgrounds, and with persons of all sexual orientations and ages.
- High level of integrity, ethics and transparency.
- Ability to strategically communicate with particular audiences to advance the position and role of the department and its initiatives, such as with elected officials, partner agencies, and the media.
- Successful experience working with private sector, policy makers, tribes, governments, unions, community leaders and other stakeholders and partners.
- Ability to recognize their own privilege and commit to challenging themselves to grow in order to enable effective outcomes and working relationships in cross-cultural situations.
- Experience implementing continuous improvement methods aimed at better outcomes, simplifying processes and reducing costs.
- Ability to anticipate trends and upcoming changes in the political or regulatory environment that affects public health.
- The preferred candidate will have a passion to:
- Lead in an organizational culture of mobile work and shared, creative workspaces where employees are encouraged to show up as their authentic selves.
- Lead with cultural humility and advocate strongly for equity, diversity and inclusion.
- Co-create integrated systems that are person centered crossing public health, human services, and medical and behavioral healthcare.

## Qualifications

A Bachelor's Degree and at least five years of experience in a senior leadership role within a substantial and complex organization that involves leading a diverse staff and management of significant funds. Public health or public sector experience is highly desirable.



## Compensation

The annual salary range for this position is \$166,782 - \$214,780K depending on qualifications.

### Benefits

Tacoma-Pierce County Health Department offers an excellent pay and benefits package, combined with the opportunity to provide innovative Public Health services to our community, making this a rewarding place to work!

- **Medical, Vision, and Dental Insurance:** The Department pays a significant portion of these premiums for employees, their spouse or domestic partner, and dependent children.
- **Life Insurance:** The Department provides a term Life Insurance policy equal to the employee's annual salary, up to a maximum of \$50,000. Affordable voluntary, spouse, and dependent life insurance is also available.
- **Long Term Disability Insurance (LTD):** The Department provides a base LTD policy which provides 40% income replacement for participants who are unable to work due to illness or injury for greater than 180 days. Buy-Up LTD is available at group rates and provides 60% income replacement to participants who are unable to work due to illness or injury for greater than 90 days.
- **Retirement:** Eligible employees participate in the Tacoma Employees' Retirement System (TERS). TERS is a defined retirement benefit plan funded by both the employee and the Department. We also have a 457 Deferred Compensation retirement program available which allows individuals to set aside a portion of their income on a tax deferred basis.
- **Additional Benefits include:** Generous paid vacation, sick, personal, and holiday leave; Flexible Spending Arrangement (FSA); Employee Assistance Program; On-site Fitness Center; Commute Trip Reduction program;; Direct Deposit; Infant at Work Program; Safety Program, and Executive Benefits Plan.

# APPLICATION PROCESS

**If you are interested in this position, submit a cover letter and a current resume.**

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled. In order to be considered for the first round of interviews, please submit your application materials by November 27, 2023 by visiting [www.karrasconsulting.net](http://www.karrasconsulting.net) and clicking on “view open positions.”

The Tacoma-Pierce County Health Department is strongly committed to enhancing the diversity of its workforce. We want our workforce to reflect the communities we serve, and we commit to recruiting accordingly. We partner with our racial, ethnic and other communities to honor their voices and mobilize their strength. You will support our work to become an anti-racist, multicultural organization. And you'll be part of an agency that creates policies, practices and actions to achieve health equity and make Pierce County a better place for everyone. We are an Equal Opportunity Employer embracing the rich diversity of our community. We comply with all applicable federal, state, and local laws prohibiting discrimination in employment.

## Live and Work in a Great County

Pierce County offers a quality of life that is unsurpassed. From the high- energy urban center of the City of Tacoma, to the more relaxed pace of rural communities, Pierce County's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature. Pierce County boasts tremendous outdoor opportunities with miles of Puget Sound waterfront, Mt. Rainier National Park, 180 fresh-water lakes, alpine and cross-country skiing a short drive away and nationally ranked year-round golf courses in the vicinity, while also offering all the urban amenities. Major industries include health care, technology, agriculture, timber products and military installations. Pierce County's moderate climate combined with a contrasting geography of water and mountains encourage a wealth of year-round outdoor activities such as sailing, kayaking, fishing, skiing and hiking.

