

# COUNTY OF SANTA CRUZ

Invites you to apply for:

## Director of Nursing

**Salary: \$141,877 – \$188,573 / Annually**



**Closing Date: Friday, September 27, 2024**

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### County Equity Statement

*Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.*

*Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.*

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## **THE POSITION**

Are you passionate about making a difference in your community? Look no further! We're thrilled to offer an exceptional opportunity in Public Health for the County of Santa Cruz! Join Public Health as part of the senior leadership team serving as community health strategists towards a vision of "Better Health, Every Day, for Everyone." The Director of Nursing (DON) serves as the Director of Public Health Nursing (DPHN). Under general direction, the DON plans, organizes, coordinates, directs and oversees clinical and program services within the County's Health Services Agency Public Health Division, and performs other work as required.

The position is responsible for overseeing the public health nursing workforce, and developing policies and procedures that ensure public health nursing practice is in compliance with state and federal requirements. Additionally, the position provides supervision and guidance to public health nurses in the Human Services Department. The position is responsible for assuring that public health nursing components in the programs of Infectious Disease, Maternal Child and Adolescent Health and Nurse Home Visiting are provided consistently and within practice scope. The incumbent is also responsible for administrative functions and supervising managers in Public Health.

This class has the overall assignment of providing seniors leadership over public health nursing in Public Health and is differentiated from the next lower class of Assistant Director of Nursing, which has direct responsibility for services in the Infectious Disease Branch of Public Health, including Communicable Disease and CARE Team (HIV Services).

## **IDEAL CANDIDATE**

- Strong leadership experience and extensive background in nursing administration
- Experience in developing and evaluating health programs
- Mission driven, thoughtful and trusted decisionmaker who considers varying perspectives
- Energetic and approachable leader who has solid experience in the area of nursing
- Ability to respond to multiple stakeholders while quickly building strong relationships
- Ability to drive, engage and partner with staff in process improvement strategies
- Experience with developing and sustaining dynamic collaboration with diverse community partners
- Strong interest in contributing to a Culture of Health
- Ability to apply concepts of health equity and social determinants of health
- Understanding of public policy that affects the wellbeing of patients and communities

- For Public Health, familiarity with disaster preparedness and emergency medical sheltering, home visiting, and/or communicable diseases

## **THE COMMUNITY OF SANTA CRUZ**

**THE STUNNING SANTA CRUZ COUNTY** has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests and rich farmland. It has an ideal climate with low humidity and 300 days of sunshine a year. Its unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art, as well as golfing, surfing, hiking, and biking offer a wealth of leisure activities. Higher education includes Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour away. These elements of high-quality living make Santa Cruz one of California's most desirable areas. **live, work, and play!**

## **QUALIFICATIONS**

Any combination of education and experience that would likely provide the required knowledge, skills and abilities is qualifying. A typical way to qualify is:

- Three years of supervisory or administrative experience in nursing, including one year of experience in program development and evaluation. A master's degree in a related field may substitute for one of the three years of required supervisory or administrative experience. Possession of a Masters' degree is highly desirable.
- Possession of a valid Registered Nurse License issued by the State of California
- Possession of a California Public Health Nursing Certificate if the position oversees public health
- **Special Requirements/Conditions:** A current CPR certificate, and a valid California Class C Driver License

## **License/Certificate Requirements:**

Possession of a valid California Registered Nurse License, a current CPR certificate, and a valid California Class C driver's license.

**Background Investigation:** Fingerprinting and a background investigation are required.

## **SUPPLEMENTAL QUESTIONNAIRE**

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

**Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.**

1. Please share why you want to be a Director of Nursing (DON) / Director of Public Health Nursing (DPHN) in a local health jurisdiction.
2. Please describe how your experience and work in public health nursing (including programs such as communicable disease, field/home visiting, immunizations, emergency preparedness) has inspired you and prepared you to pursue the role of Director of Nursing in Public Health.
3. As a leader, how have you approached program development, systems analysis and quality management where clinical, and community must collaborate.
4. Describe how you have applied public health nursing skills to actively promote equity, diversity, and inclusion.

## **THE APPLICATION PROCESS**

Apply online at **[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)** or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

**Women, minorities, and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.**

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require Fingerprinting and/or Background Investigation.

## **HIGHLIGHTED BENEFITS OFFERING**

### **Medical, Dental, and Vision**

Various robust plans are available with the County contributing generously toward the total cost of the plans.

### Retirement and Social Security

Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2014 PEPRA (2024 Cap \$151,446). Pension benefit is determined by final average compensation of three years. County participates in Social Security.

### Life Insurance and Long-Term Disability Plan

County-paid \$50,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long-term disability plan that pays 66 <sup>2</sup>/<sub>3</sub>% of the first \$13,500, up to \$9,000 per month maximum benefits.

### Administrative Leave

In addition to competitive vacation and sick leave accruals, the County provides an initial credit of one week of administrative leave at the time of appointment, plus an additional two weeks of administrative leave accrued each year. Administrative leave balance may be cashed out or used as paid time off.



The banner features the County of Santa Cruz seal on the left, which includes a bear, mountains, and the text 'THE COUNTY OF SANTA CRUZ' and '1850'. To the right of the seal, the text reads 'County of Santa Cruz Personnel Department' in white, followed by the address '701 Ocean Street, Room 510 Santa Cruz, CA 95060', the phone number '831.454.2600', and the website 'www.santacruzcountyjobs.com'. On the far right is the 'Santa Cruz County PERSONNEL' logo, which consists of the text 'Santa Cruz County' above 'PERSONNEL' and three colored dots (orange, green, blue) below.

**LIVE Here**

**WORK Here**

**PLAY Here**

**24-PD9-01**