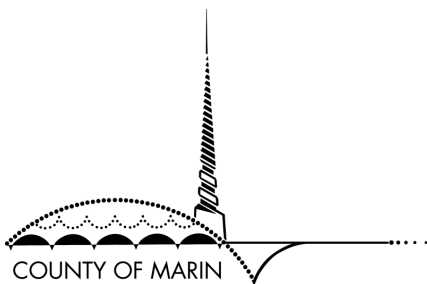




DIRECTOR OF HEALTH AND HUMAN SERVICES

County of Marin





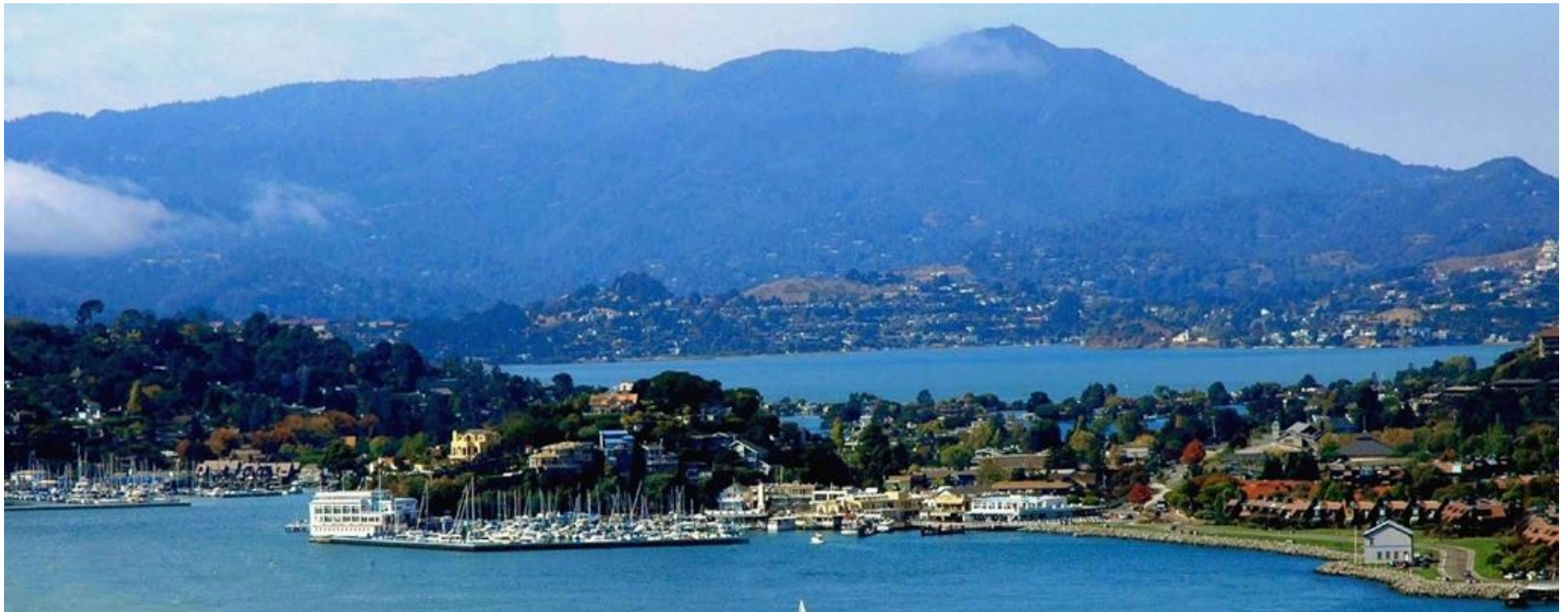
The County of Marin seeks a Director of Health and Human Services who is a collaborative, executive leader with significant experience in the field of Health and Human Services. The ideal candidate will have expertise working with community-based organizations and elected officials, and understands the 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.



The Community

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

Marin is home to oak-bay woodlands, savannas, grasslands, and salt marshes that are 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 includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito, and Tiburon.





Marin County Government

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 help achieve high quality service outcomes. The County is committed to be a well-managed organization that relies on the talents of its workforce to succeed.

The County of Marin is comprised of 22 agencies and departments with a workforce of approximately 2,100 employees and an operating budget of \$590 million (FY 18/19). 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. The Board of Supervisors also appoints a County Administrative Officer who is responsible for implementing Board decisions and providing day-to-day management support for the county operations and services.

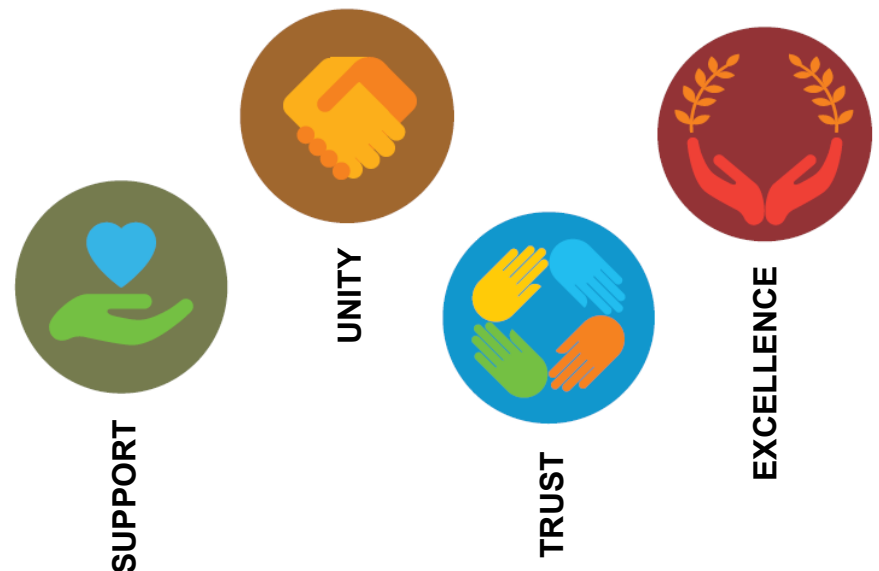
The Health & Human Services Department

The Department of Health and Human Services (HHS) is an innovative, integrated department consisting of four divisions (Administration, Behavioral Health and Recovery Services, Public Health, and Social Services) that deliver, coordinate, and administer a range of federal, state, and local programs addressing the health and welfare needs of county residents.

Health and wellbeing are prioritized in Marin, and the county is consistently named among the healthiest in the state in comparative rankings. At the same time, many residents do not enjoy full and equitable opportunities. This offers public servants and civic leaders meaningful opportunities for impact. The Department's [Strategic Plan to Achieve Health and Wellness Equity](#) describes its commitment to improving across a wide spectrum of areas that influence health and wellness, from focusing on direct customer service to climate change. In addition, the organization seeks to promote a culture of employee engagement, where employees are proud of the work they do and flourish in an environment that encourages creativity and innovation as outlined in the [HHS Operational Strategic Plan](#).

Health and Human Services is the largest department in the County with over 700 employees and an overall annual budget of \$198 million (FY 18/19). The Department is responsible for approximately 40 programs that are located throughout the county and community.

Our mission is to promote and protect the health, well-being, self sufficiency, and safety of all people in Marin County.



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 oversees the Department's annual budget, five division directors, and its approximately 700 employees.

Marin is also home to many community-based organizations providing services and resources to accommodate needs of our clients throughout the community. The Director plays a key role in engaging employees, community members, and stakeholders in implementing strategies to support health and human service programs that serve Marin County's residents.

Current and Future Opportunities/Challenges

Department priorities for the next few years include:

- Take a housing first approach to addressing homelessness and lack of affordable housing in our community.
- Implement the recently-adopted Racial Equity Action plan and lead with race to advance health and wellness equity in the county.
- Partner with providers to expand local Mental Health residential program options.
- Outreach to underserved communities for job training and social service enrollment.
- Identify and advance strategies to better meet the needs of residents across the life span, focusing on young children and older adults.
- Prepare for and mitigate the health and community impacts of sea level rise and climate change.
- Support collaborative, collective impact approaches to address the opioid crisis and food insecurity.

The Ideal Candidate

The ideal candidate for Director of Health and Human Services can implement and build on the Department's strategic framework and work collaboratively internally and with key stakeholders in other County agencies and in the community at large to create equitable health and wellness outcomes for everyone in our diverse community. The ideal candidate has 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 building relationships and connections across traditionally separate services, leveraging the technical expertise of internal and external resources, and is a proven professional who takes initiative, is results oriented, engages and develops employees at all levels, 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.

Education & Experience

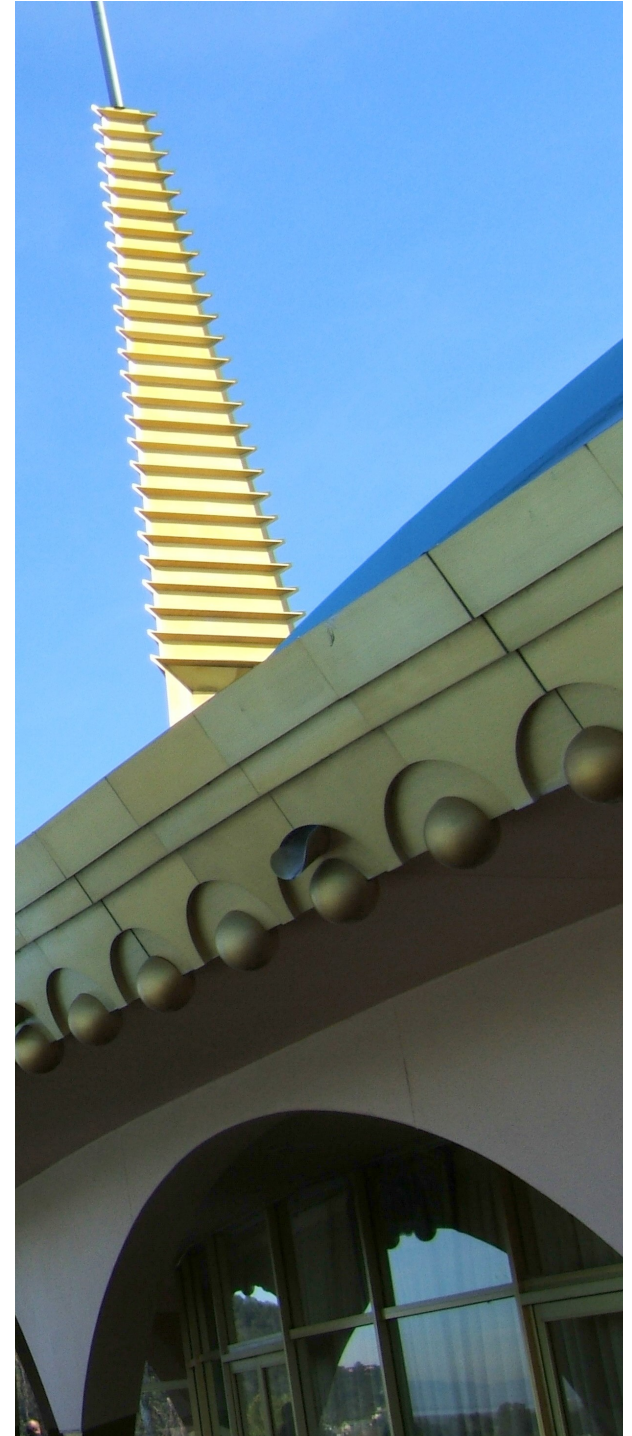
Any combination of education and experience equivalent to:

- Graduation from a four-year accredited college or university with major course work in health care administration, public administration, social work, hospital administration, business administration, or a field related to the work; and
- Seven years of management and administrative experience in a large and complex health, behavioral health, or social service organization. At least three years should be at the senior management level.
- Possession of a Master's degree is highly desirable.

Compensation & Benefits

The annual salary range for the Director of Health & Human Services is **\$224,245 to \$247,250**. Salary is supplemented by a generous benefit program that includes the following:

- Insurance:** Cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.
- Vacation:** Generous vacation accrual (15 days per year for new employees) based on years of service with the County.
- Holidays:** 11 paid observed holidays annually.
- Leaves:** Generous leave package including management leave, personal leave, and sick leave benefits.
- Auto Allowance:** \$800 per month.
- Deferred Comp:** Tax-deferred 457 plan to which employees may contribute to enhance their retirement.
- Retirement:** 2% @ 62 for new employees in a California public sector pension system and reciprocity with CalPERS and agencies reciprocal with CalPERS. The County does not participate in Social Security except for the mandatory Medicare contribution.



How to Apply

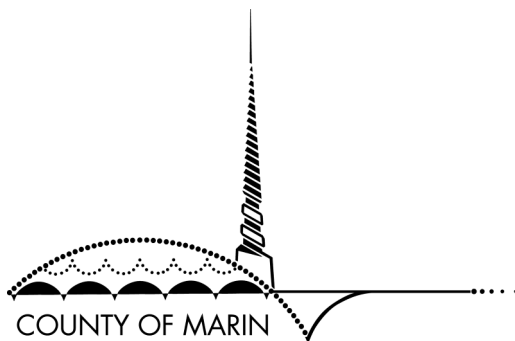
This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established.

This position will be considered “open” until final selection is made. **Candidates must apply by May 24, 2019 for first consideration.** Electronic submittals to marin-dhhs@berkeleysearch.com are strongly preferred and should include the following:

- Compelling cover letter
- Comprehensive resume

Candidates may receive additional requests for information. Only the most highly qualified candidates will be invited to interview. Interviews may commence in June 2019. Detailed background checks and offer to the top ranked finalist is anticipated during July 2019. This timeframe is preliminary and subject to change.

Confidential inquiries and questions regarding this career opportunity should be directed to Efton Hall, at Berkeley Search Consultants, ehall@berkeleysearch.com. Please visit <http://www.berkeleysearch.com/news> for more information



The County of Marin is an Equal Opportunity Employer. The County is committed to diversity and invites all qualified people to apply, including persons of color, women, and individuals with disabilities.

Learn More

[County of Marin Website](#) | [Department of Health and Human Services Website](#)