

CONTRA COSTA
HEALTH



Career Opportunity!

Chief Operating Officer

**Contra Costa Health
Martinez, California**



Executive Summary

Contra Costa Health (CCH) is seeking an exceptional executive leader to serve as its inaugural Chief Operating Officer (COO), a newly created position designed to modernize one of California's largest and most comprehensive integrated public health systems.

The COO will help shape the future of a healthcare system that uniquely combines a health plan, a public hospital, community health centers, behavioral health services, public health, housing and homelessness services, and community health and safety programs under one integrated organization.

As the County's primary Medi-Cal provider, Contra Costa Health touches the lives of a significant portion of the County's 1.2M residents. The successful candidate will have the opportunity to improve access, quality, efficiency, and health outcomes for some of California's most vulnerable populations while helping lead the organization through one of the most transformational periods in its history.



About Contra Costa Health

Contra Costa Health is one of the most comprehensive county health systems in the United States.

Serving one of the Country's largest and most diverse counties, the department integrates:

- » Contra Costa Regional Medical Center & Health Centers – A county-operated public hospital and network of nine primary care health centers
- » Contra Costa Health Plan
- » Behavioral Health Services
- » Public Health
- » Health, Housing and Homelessness
- » Community Health and Safety

Together these services create an integrated delivery system that allows Contra Costa Health to influence both how care is delivered and how it is financed—an uncommon model that enables innovation, flexibility, and system-wide coordination.

The department oversees approximately 5,000 employees and operates with an annual budget approaching \$4B.

To learn more about Contra Costa Health, check out their website: cchealth.org

The Position



Reporting directly to the Director of Health Services, the Chief Operating Officer serves as a key member of the department's executive team and works collaboratively to develop strategy, align resources, and enhance organizational effectiveness across Contra Costa Health.

Leading operational strategy and providing direct oversight for major divisions in Contra Costa Health, including Contra Costa Regional Medical Center, affiliated Health Centers, Contra Costa Health Plan, Behavioral Health, and Community Health and Safety divisions such as Public Health and Health, Housing and Homelessness.

Primary responsibilities include:

- » Serves as the Director of Health Services' designee in their absence, ensuring continuity of executive leadership, decision-making, and operational performance
- » Plans, develops, and implements long-term system objectives, including modernization initiatives, service expansion, and strategies to support sustainable organizational growth
- » Oversees department-wide operations to improve transparency, reduce duplication, increase efficiency, and implement consistent standards and best practices across the organization
- » Develops and maintains collaborative working relationships with other County departments to strengthen coordination, promote innovation, and optimize service delivery
- » Leads the adaptation of organizational systems and operations to effectively respond to evolving healthcare delivery models, financing structures, and managed care environments
- » Collaborates with the CCH Chief Financial Officer in the financial management of CCH, including long-term budget planning and alignment of operational and fiscal strategy
- » Provides oversight to Deputy Directors across all CCH divisions, ensuring alignment with organizational priorities and performance standards
- » Oversees executive responses to regulatory and inspection findings, ensuring compliance, accountability, and continuous improvement across the health system



Minimum Qualifications

- » **Education:** Possession of a master's degree from an accredited college or university in public health, hospital or healthcare administration, business or public administration, social or behavioral sciences, health sciences, social work, or a closely related field.
- » **Experience:** Seven (7) years of full-time (or equivalent) progressively responsible professional management experience within a healthcare or human services organization. This experience must include at least three (3) years in an executive-level leadership role within a large, complex, and diverse public or nonprofit organization providing health or human services.

The Ideal Candidate

Contra Costa Health seeks an accomplished executive with operational expertise, leadership presence, and strategic mindset to lead a highly complex public healthcare organization through transformational change.

The successful candidate will bring:

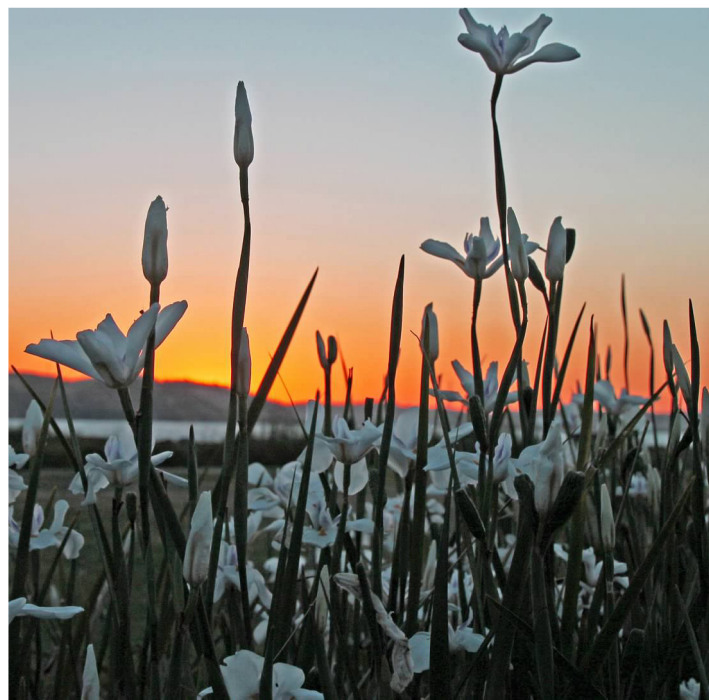
Executive Healthcare Operations Experience

- » Extensive executive leadership within large, complex healthcare organizations
- » Experience overseeing operations for hospitals, integrated delivery systems, health systems, or large ambulatory networks
- » Demonstrated success leading largescale and complex operational transformation and performance improvement
- » Experience aligning clinical operations with financial sustainability
- » Experience working in a unionized environment

Strategic Leadership

The ideal candidate will possess:

- » Strong operational leadership expertise
- » Excellent relationship-building skills
- » Political awareness and sound judgment
- » Data-driven decision making
- » Commitment to accountability and continuous improvement



Compensation and Benefits

\$369,997 - \$449,734 annual salary

Contra Costa County offers a comprehensive executive benefits package, including:

- » **Retirement:** CCCERA defined benefit retirement plan with County-paid employer contribution. Reciprocity with CalPERS and other participating retirement systems
- » **Medical, dental, and vision insurance**
- » **Life Insurance**
- » **Long Term Disability**
- » **Vacation Leave:** Initial monthly accrual rate of 10 hours, up to maximum accumulation of 240 hours.
- » **Sick leave:** 8 hours accrued per month
- » **Annual Management Administrative Leave:** 94 non-accruable leave hours are credited each year on January 1st (prorated for those hired after January 1st)
- » **Personal Holiday Credit:** Accrual of 2 hours each month, up to an accumulation of 40 hours.
- » **Holidays:** 11 paid holidays per year
- » **Executive Professional Development Reimbursement:** Eligible for reimbursement of \$925 each 2-year period for qualifying expenses
- » **Deferred Compensation Plan:** County contributions of \$85 per month, plus an additional \$150, upon qualifying employee contributions.
- » **Executive Life Insurance package**
- » **Management Longevity Pay**
- » **Participation in Social Security and Medicare**

See more information on employee benefits on [Contra Costa Health's website](#).

How to Apply

Candidates are encouraged to express interest early in the process. This recruitment is considered open until filled. For first consideration, please submit your application by **September 7, 2026**.

Applications should be submitted through Contra Costa County.

Click [HERE](#) to apply

For confidential inquiries, please contact:

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