



MECKLENBURG COUNTY IS SEEKING A DEPUTY DIRECTOR OF PUBLIC HEALTH



Mecklenburg County Public Health (MCPH)

Mecklenburg County Public Health (MCPH) offers a wide range of services to meet the needs of a growing and diverse community. With more than 800 professionals in multiple specialties and disciplines, MCPH is the largest accredited Public Health Department in North Carolina.

MCPH provides direct services such as immunizations, STI testing and treatment, family planning, pediatric dental, WIC and other clinical services, as well as programs that support the overall health of the community. In collaboration with diverse community partners, Public Health offers interventions and works to establish policy, system and environmental changes that prevent disease and promote health. MCPH provides a full range of services in environmental health, directs a comprehensive school health program for Charlotte Mecklenburg Schools, and a number of innovative, evidence-based programs focused on at-risk mothers, young children, and those with special needs. Data-driven initiatives include: Getting to Zero Mecklenburg to reduce

new cases of HIV; Village HeartBEAT which engages the faith community in the prevention and management of chronic illness and is the winner of the Aetna National Health Challenge; and Char-Meck ReCAST, a SAMHSA-funded project to assist high-risk youth and families and promote community resilience.



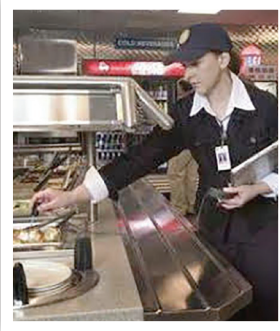
BOARD OF COUNTY COMMISSIONERS' VISION:

The Mecklenburg BOCC's vision for the community can be summed up as: **"Mecklenburg County will be a community of pride and choice for people to LIVE, LEARN, WORK, and RECREATE."** To carry out this vision, County services are provided to meet the community's priorities, as defined by the BOCC, and funded through property taxes, local sales taxes, fees, and other sources. The Board's primary responsibilities are to adopt an annual budget, set a property tax rate, and establish priorities to address the County's needs, especially in the areas of health, education, welfare, and mental health. The Board's priorities are carried out by a staff of over 5,000 employees led by the County Manager who is appointed by, and reports to, the Board and functions as the CEO of the County. There are four Assistant County Managers that report to the County Manager.

POSITION SUMMARY

Mecklenburg County is seeking a Deputy Director of Public Health to join the largest County Health Department in North Carolina.

The mission of this Department is promoting and protecting the public's health in Mecklenburg County. The successful candidate will be a proven public health administrator with a strong desire to deliver evidence-based best practices, a record of outstanding leadership in public health service delivery, a strong grasp of system thinking, and change management skills. This is an excellent opportunity for someone who wants to be a part of a significant change effort. The incoming Deputy Director of Public Health must have impeccable integrity, value teamwork, collaboration, and champion outstanding service while holding high standards for self and others.



ESSENTIAL FUNCTIONS

- »» Serves as second in command
- »» Serves on Department's Executive Team.
- »» Provides direct oversight to several units within the department including Administrative Services, Nursing, Innovation and Strategy, and Epidemiology.
- »» Works with the Health Director, the Assistant Health Directors and the Administrative Services Director to develop and finalize department budget.
- »» Provides oversight and direction for internal operations.
- »» Supports all public health transformation efforts, including ongoing culture development and implementation of the Department's Universal Standards.
- »» Serves as liaison with the NC Division of Public Health.
- »» Manages departmental resources, working with appropriate staff.
- »» Develops and implements strategic initiatives focused on addressing health disparities.
- »» Ensures compliance with statutory responsibilities and directives.
- »» Prepares, reviews, and edits reports for various audiences, including county leadership, elected officials, and the public.
- »» Delivers speeches, writes articles, or presents information at meetings or conventions to promote services, exchange ideas, or accomplish objectives.
- »» Interprets and explains policies, rules, regulations, or laws to staff, organizations, government or corporate officials, or individuals.
- »» Prepares or presents reports concerning activities, expenses, budgets, government statutes or rulings, or other items affecting businesses or program services.
- »» Serves as a liaison between organizations, stakeholders, and outside organizations.
- »» Establishes departmental responsibilities and coordinates functions among divisions and worksites.



MINIMUM QUALIFICATIONS

Experience: Five years of progressively responsible leadership, management and supervision experience directly related to public health

Education: Bachelor's Degree in a related field

Combination of relevant education and relevant experience accepted? Yes

Licenses and Certifications: Valid NC or SC driver's license and the ability to obtain and maintain a County Operator Permit



KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

»» Business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

»» Principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

»» The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

»» Public Health laws, legal codes, government regulations, and agency rules, and the political climate.

»» Expertise in all areas of public health.

Skilled in:

»» Considering the relative costs and benefits of potential actions to choose the most appropriate one.

»» Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

»» Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.

»» Talking to others to convey information effectively.

»» Adjusting actions in relation to others' actions.

Abilities:

»» Building Strategic Work Relationships – Developing and using collaborative relationships to facilitate the accomplishment of work goals.

»» Aligning Performance for Success – Focusing and guiding others in accomplishing work objectives.

»» Strategic Decision Making – Obtaining information and identifying key issues and relationships relevant

to achieving a long-range goal or vision; committing to a course of action to accomplish a long-range goal or vision after developing alternatives based on logical assumptions, facts, available resources, constraints, and organizational values.

»» Formal Presentation – Presenting ideas effectively to individuals or groups when given time to prepare; delivering presentations suited to the characteristics and needs of the audience.

»» Leading through Vision and Values– Keeping the organization's vision and values at the forefront of associate decision making and action.

To accomplish this job successfully, an individual must be able to perform, with or without reasonable accommodation, each essential function satisfactorily. Reasonable accommodations may be made to help enable qualified individuals with disabilities to perform the essential functions.

COMPENSATION & BENEFITS

A competitive salary based on experience will be offered for the **Deputy Director of Public Health** position with generous benefits. Benefits include medical, dental, vision care, flexible spending accounts, short- and long-term disability as well as basic and supplemental term life insurance. The selected candidate will be automatically enrolled into the North Carolina Local Government Retirement System upon their employment. In addition, there is optional participation in one of two deferred compensation plans, a 457 Plan or 401(k) Plan, with a 5% match from the County.



APPLICATION & SELECTION PROCESS



How to Apply:

Comprehensive resumes should be submitted electronically to MCDDPH@berkeleysearch.com. Candidates must apply by August 30, 2021, for first consideration.

This is a confidential process and will be handled accordingly throughout the various stages of the process. Inquiries and questions regarding this career opportunity should be directed to Toni Rodriguez at Berkeley Search Consultants at trodriguez@berkeleysearch.com.

Mecklenburg County Is an Equal Opportunity Employer and Values Diversity At All Levels Of Its Workforce.

Visit the Mecklenburg County's web site at:
www.mecknc.gov

