



**MECKLENBURG COUNTY**  
North Carolina

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Public Health

**MEDICAL DIRECTOR**  
**DEPARTMENT OF PUBLIC HEALTH**

# MEDICAL DIRECTOR

## MECKLENBURG COUNTY DEPARTMENT OF PUBLIC HEALTH

Mecklenburg County Public Health (MCPH) offers a wide range of services to meet the needs of a growing and diverse community. With more than 850 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.

## THE POSITION

Mecklenburg County is seeking a Medical Director of Public Health to join the largest County Health Department in North Carolina. The Medical Director will report directly to the Public Health Director and will serve as a member of the department's Executive Leadership Team. 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 Medical Director must have impeccable integrity, value teamwork, collaboration, and champion outstanding service while holding high standards for self and others.

The Medical Director will provide medical guidance and policy leadership for Mecklenburg County Health Department (MCHD) programs, including clinical services, public health preparedness and response, school health, communicable disease, STI/HIV outreach, and maternal and child health programs. This executive position is also responsible for coordination and communication within the medical community, health care systems, MEDIC EMS, the public, neighboring counties and the North Carolina Department of Health and Human Services for normal public health functions and public health response situations.

## ESSENTIAL FUNCTIONS

- Responsible for the development and authorization of medical and standing orders and appropriate policies, and procedures.
- Provision of medical consultation and guidance for MCHD programs, other City and County departments, and community healthcare providers on a variety of clinical and public health issues.
- Provide clinical leadership for the department and for the County during urgent and emergent public health issues, including communicable disease outbreaks and disaster response.
- Serve as a public spokesperson through media interviews, community-based presentations, and leadership of or participation on committees, workgroups, and meetings regarding a variety of public health issues.
- Direct supervision of the Deputy Medical Director and medical oversight of other clinical, laboratory, and pharmacy staff.
- Function as a healthcare provider in MCHD clinics as needed.
- Serves as a member of the department's Executive Team.

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## MINIMUM QUALIFICATIONS:

### EDUCATION:

- Possession of a Medical Degree (MD) from an accredited college or university; and

### EXPERIENCE:

- A minimum of five (5) years of post-residency experience with at least three (3) years of supervisory experience

### LICENSES & CERTIFICATIONS:

- License to practice medicine in the state of North Carolina or Ability to obtain
- Valid NC or SC Driver's License or Ability to obtain
- May require the ability to obtain and maintain a Mecklenburg County Operators Permit (COP)

**SUBSTITUTION:** There is no substitution for the required experience.

### PREFERRED QUALIFICATIONS:

- 2 or more years of experience in a public health setting.
- Board certified in Family Medicine, Internal Medicine, OBGYN, or Pediatrics.
- Experience with public health emergency response and communicable diseases.

## KNOWLEDGE, SKILLS & ABILITIES

### Knowledge of:

- The role of public health and of local health departments
- Current evidence-based best practices related to reproductive life planning, sexually transmitted infections, breast and cervical cancer screening, immunizations, tuberculosis, refugee health, maternal and child health, communicable disease, and other public health areas.
- Adherence to guidelines for care according to the Department of Health and Human Services (DHHS), Title X, CDC guidelines, and Division of Public Health Agreement Addenda.
- 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
- Laws, legal codes, court procedures, precedents, government regulations, and agency rules, and the political climate

### Skills

- Clinical judgement and decision-making

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- Implementing evidence-based strategies
- Strategic planning
- Providing patient-centered care
- Using data to implement QA and QI initiatives
- Accomplishing objectives in a timely manner
- 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
- Intermediate in various computer applications including Microsoft Office Suite

## Abilities

- Building Trust: Interacting with others in way that instills confidence in one's intentions and those of the organization
- Building Strategic Work Relationships: Developing and using collaborative relationships to facilitate the accomplishment of work goals
- Collaboration: Working effectively and cooperatively with others; establishing and maintaining good working relationships
- Communication: Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the information provided
- Decision Making: Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences
- Formal Presentations: Presenting ideas effectively to individuals or groups; delivering presentations suited to the characteristics and needs of the audience

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## COMPENSATION & BENEFITS:

A competitive salary based on experience will be offered for the **Medical Director** 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 PROCESS:

### 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 November 26, 2021, for first consideration.

Electronic submittals to [MCMD-Recruitment@berkeleysearch.com](mailto:MCMD-Recruitment@berkeleysearch.com) are strongly preferred and should include the following:

- ☐ Comprehensive Resume
- ☐ Cover Letter

Candidates may receive additional requests for information. Only the most highly qualified candidates will be invited to interview. Interviews may commence in November 2021. Detailed background checks and offer to the top ranked finalist is anticipated during December 2021. This timeframe is preliminary and subject to change.

Confidential inquiries and questions regarding this career opportunity should be directed to Toni Rodriguez at Berkeley Search Consultants [trodriguez@berkeleysearch.com](mailto: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](http://www.mecknc.gov)

