

**City and County of
San Francisco**

**Zuckerberg
San Francisco
General**

Hospital and Trauma Center



BERKELEY SEARCH
CONSULTANTS



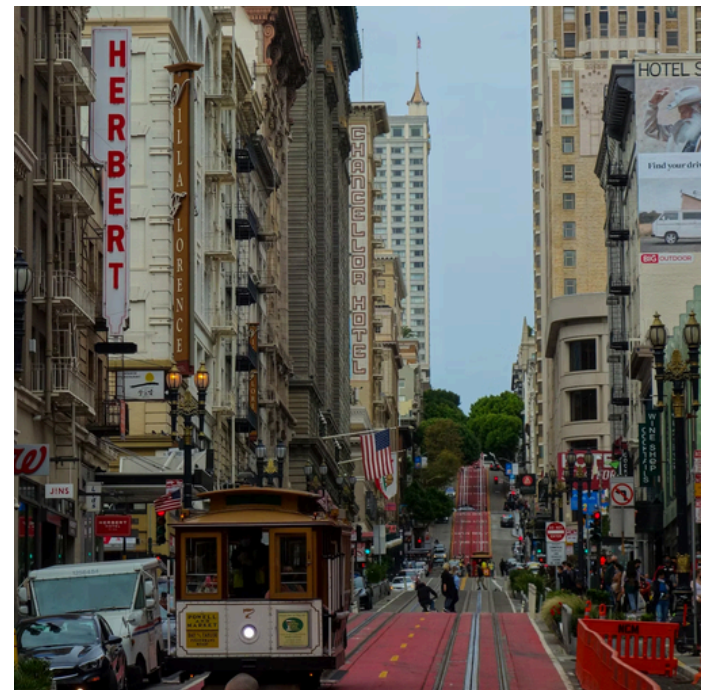
**ZUCKERBERG
SAN FRANCISCO GENERAL**
Hospital and Trauma Center



Chief Operating Officer

About the City

San Francisco is one of the most dynamic cities in the world, enriched by diverse communities, cultural attractions and natural beauty etched by the Pacific Ocean, San Francisco Bay, and hilly terrain. It is a city that is at once steeped in history and open to new ideas – a city of innovation and hope. With 875,000 residents and a daytime population that swells north of 1 million, San Francisco long has been a formidable economic hub, with tourism, tech, life sciences, and global business contributing to the local economy. Like communities big and small across the country and the globe, businesses are learning how to successfully navigate the post-pandemic environment. San Francisco's proven history of creativity and innovation is driving the City's comeback. San Francisco is city rich with diverse neighborhoods.





About the Hospital

Part of the San Francisco Department of Public Health, Zuckerberg San Francisco General Hospital and Trauma Center is a community hospital and Level 1 trauma center dedicated to improving the health and wellness of its community.

They provide world-class care for all the people of San Francisco, regardless of ability to pay or immigration status. They are the only Level 1 Trauma Center in San Francisco and northern San Mateo, the hub of the city's disaster response in an earthquake or major crisis; consistently recognized for our excellent care with Centers of Excellence in Neurotrauma, Stroke, and Orthopedics; the world's leader in HIV/AIDS care, the largest psychiatric acute and rehabilitation hospital in San Francisco, and home to 20 UCSF research centers with research budgets exceeding \$200 million annually.

About the Position

The ZSFG Chief Operating Officer (COO) reports to the Chief Executive Officer (CEO) and partners with the CEO in providing the executive managerial leadership of an acute care academic teaching hospital that is the City's only trauma center and only psychiatric emergency department. The hospital encompasses a wide range of services, including emergency, critical care, medical- surgical inpatient, perioperative, labor and delivery, pediatric inpatient, medical and surgical specialty clinics, skilled nursing, and behavioral health (mental health & drug treatment) inpatient, out-patient and community programs. As a leadership team, the CEO and COO collaborate to develop and implement strategy consistent with achieving the mission of ZSFG and the Department of Public Health.

Under the direction of the CEO, the Chief Operating Officer assumes responsibility for overseeing and leading the operations of the following departments at ZSFG: Capital Programs, Facilities Maintenance, Clinical Laboratory, Anatomic Pathology, Rehabilitation Services, Food and Nutrition Services, Health & Safety, Support Services, Environmental Services, Disaster & Emergency Preparedness, Materials and Supply Chain Management and the Equity Program. Additionally, the COO oversees all ZSFG operational budgets and costs through the responsible use of planning and control systems that include forecast levels of operations, cost effective utilization of resources and realistic financial variances.

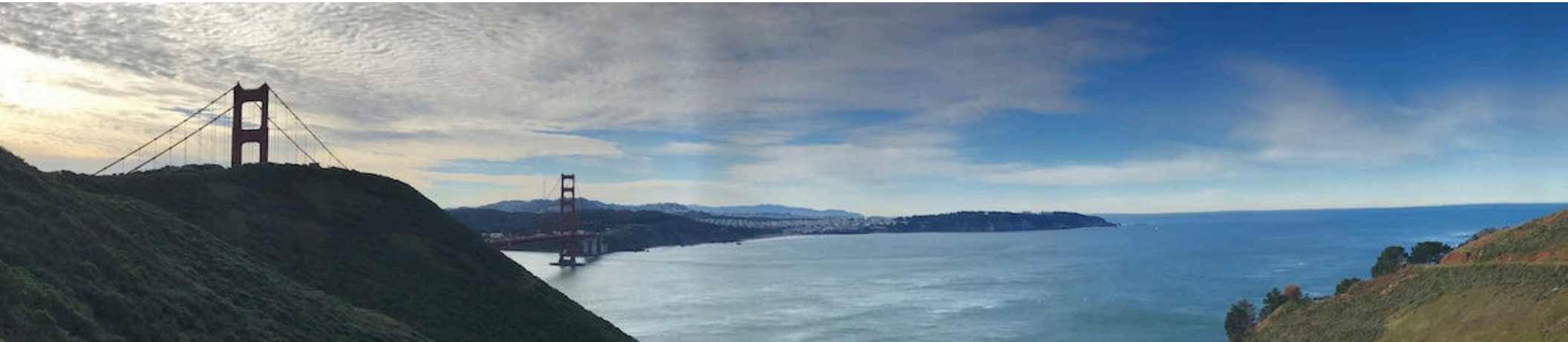
Click [here](#) for the full
job description

Click [here](#) for the
organizational chart

Minimum Qualifications

- Possession of a bachelor's degree from an accredited college or university in Public Health, Business Administration, or a closely related field AND six (6) years of managerial experience (which must include supervisory) in hospital administration.
OR
- Possession of a master's degree from an accredited college or university in Public Health, Business Administration, or a closely related field AND four (4) years of managerial experience (which must include supervisory) in hospital administration.

Education substitution: Additional experience as described above may be substituted for the required degree on a year-for-year basis (up to a maximum of two (2) years). One (1) year is equivalent to thirty (30) semester or forty-five (45) quarter units.



Desirable Characteristics



- Experience within a public, academic medical center Level 1 trauma supporting a large, culturally diverse population
- Leadership in a health system or network with multiple matrixed reporting relationships
- Five+ years of progressive growth in leadership, particularly in the areas over which the COO will have responsibility: Diagnostics & Imaging; Capital and Facilities; Environmental Services; Emergency Management; Safety & Security; Laundry & Linen; Clinical Laboratory and Anatomic Pathology; Supply Chain Management; Diversity, Equity, and Inclusion
- Expertise with Lean, Six Sigma, or similar process improvement philosophy and tools
- Political acumen and excellent communication skills at all organizational levels
- Experience with being financially and operationally accountable for large healthcare organizations.
- Experience building and supporting a diverse work force and productive work environment

Compensation and Benefits

\$226,798 - \$289,380 Annually (A Range)

Extended salary range is available subject to approval

Health

- Medical insurance: Options of Health Net CanopyCare HMO, Blue Shield of CA Trio HMO, Access+ HMO, and PPO, and Kaiser Permanente HMO with employer contribution to the employee and dependent premiums.
- Dental: Delta Dental PPO, DeltaCare USA DHMO, UnitedHealthcare Dental DHMO with employer contribution to the employee and dependent premiums.
- Vision: VSP Vision Care Benefits

Paid Leave

- Vacation: 10 days per year (after one year of service); 15 days per year (after five years of service); 20 days per year (after 15 years of service)
- Sick Leave: 13 days per year
- Legal Holidays: 12 days per year
- Floating Holidays: 4 to 5 days per year, depending on the collective bargaining agreement

Retirement

- The City and County of San Francisco participate in SFERS, San Francisco Employees' Retirement System.

Additional Benefits

- Life Insurance
- Disability Insurance
- FSA
- EAP
- Surrogacy and Adoption
- Well-being programs & exercise classes

For a complete list of benefits, click [HERE](#)

A photograph of the Golden Gate Bridge in San Francisco, California, viewed from a low angle looking up at the tower. The bridge is red and spans across a body of water. The sky is blue with some clouds. A semi-transparent blue box is overlaid on the top right of the image, containing the title text.

How to Apply

Candidates must apply by **September 9th, 2024** for first consideration.

If you are interested in learning more, would like to be considered for future roles, or know of qualified individuals you would like to refer, please contact Laura Ayers at COO-ZSFG@berkeleysearch.com

Submit an official application here:

<https://jobs.crelate.com/portal/berkeleysearchconsultants/job/dy4yhhe79aogxdsnjmfqfbqkj?crt=1722300046250>



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Confidential inquiries and questions regarding this career opportunity should be directed to Berkeley Search Consultants:

Laura Ayers | Sr. Recruiter
Berkeley Search Consultants |
www.berkeleysearch.com
Layers@berkeleysearch.com