

Title: Chief Health Equity Officer

Location: San Francisco

Onsite/Hybrid/Remote: Hybrid

Time zone: PST

Compensation: \$230,204 to \$293,722 (A Range)

Client: City and County of San Francisco Department of Public Health

How to apply:

<https://careers.sf.gov/role/?id=3743990005467106&trid=6e2ec22d-139e-4ce1-b4f5-d3c9b55e6f5c>

Organization Overview:

The Mission of the San Francisco Department of Public Health (SFDPH) is to protect and promote the health of all San Franciscans. SFDPH strives to achieve its mission through the work of multiple divisions - the San Francisco Health Network, Population Health, Behavioral Health Services, and Administration. The San Francisco Health Network is the City's only complete system of care and has locations throughout the city, including Zuckerberg San Francisco General Hospital and Trauma Center, Laguna Honda Hospital and Rehabilitation Center, and over 15 primary care health centers. The Population Health Division (PHD) provides core public health services for the City and County of San Francisco: health protection, health promotion, disease and injury prevention, and disaster preparedness and response.

Job Description:

The Chief Health Equity Officer provides visionary leadership and strategic direction to advance health equity initiatives across the San Francisco Department of Public Health. The Chief Health Equity Officer oversees the development, implementation, and evaluation of health equity focused programs and policies, ensuring alignment with the department's mission to reduce health disparities and improve health outcomes for all communities, especially underserved populations.

The Chief Health Equity Officer drives change management and program design, balancing community needs with the pace of government system changes. Responsibilities include overseeing the Office of Health Equity (OHE) functions, supervising and managing OHE staff and services, representing the Department in equity work, consulting on equity policies, and developing and coordinating efforts to reduce health disparities.

Key Responsibilities:

- Strategic leadership and vision
- Knowledge of health disparities and root causes that lead to disparities
- Data analysis and metric development
- Cross Departmental Coordination and integration of health disparity work
- Clear Communication and transparency
- Evaluation and accountability
- Community engagement
- Cultural and organizational change management
- Ability to speak, teach and consult on issues of racism and other ideological and structural sources of inequity
- Understanding of the role of structural, institutional and interpersonal inequity including racism in determining current health conditions.

The Department of Public Health prioritizes equitable and inclusive access to quality healthcare for its community and values the importance of diversity in its workforce. All employees at the Department of Public Health work to advance equity, inclusion, and diversity with a specific lens and focus on race, ethnicity, gender, sex, sexuality, disability, and immigration status.

Education and Experience:

Required Minimum Qualifications (all applicants must verify that they meet both elements below):

- Possession of a baccalaureate degree from an accredited college or university; AND
- 4-6 years of managerial experience of which all must include supervisory experience.

EDUCATION SUBSTITUTION: Additional qualifying work experience as described above may substitute for the required education on a year-for-year basis, up to two (2) years. One year (2,000 hours) of additional qualifying work experience will be considered equivalent to 30 semester units or 45 quarter units.

Special Qualifications including specialized knowledge, abilities, education, experience, or license may be established for individual positions.

Note: One year of full-time employment is equivalent to 2,000 hours of qualifying work experience (one year if performed full-time at 40 hours per week).

*Applicants must meet the minimum qualification requirements by the final application filing date unless otherwise noted.

Highly Desirable skills:

- Deep expertise in delivering healthcare and public health services to vulnerable populations.
- Comprehensive understanding of federal, state, and local regulations governing healthcare and public health activities.
- Exceptional sensitivity and judgment in handling complex, specialized proposals and challenging decisions.
- Proficient in the GARE model for racial and utilizing LEAN tools for effective planning and communication.
- Skilled in analyzing policies and programs through an equity lens, facilitating collaboration among diverse staff to create unified strategies and allocate resources.
- Adept at engaging with diverse communities to set priorities and drive planning efforts.
- Experience in measuring and analyzing health disparities and implementing interventions that reduce identified disparities
- Proven track record in mentoring, developing, and coaching staff

Attractive Factors:

Located on the beautiful California Coastline and home to landmarks like the Golden Gate Bridge, San Francisco is one of the most well-known cities in the world. The city has a residential population topping 880,000 and more than 25 million business and leisure visitors annually. San Francisco is the only city in California with a consolidated city and county government. The City has an elected Mayor (London Breed) and 11 members of the Board of Supervisors, elected by district.

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Important Note: Please make sure it is absolutely clear in your application exactly how you meet the minimum qualifications. Applicants may be required to submit verification of qualifying education and experience at any point during the recruitment and selection process. Please be aware that any misrepresentation of this information may disqualify you from this recruitment or future job opportunities.

This position will be considered “open” until final selection is made. Candidates **must apply by October 2nd 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 or submit your resume to **CHEO-SFDPH@berkeleysearch.com**

For immediate and confidential consideration interested candidates may contact Julia Morse or Phong Trieu at **CHEO-SFDPH@berkeleysearch.com**