



County of Alameda

Invites Applications for Director of Alameda County Health



BERKELEY SEARCH
CONSULTANTS



County of Alameda

Invites Applications for Director of Alameda County Health

THE OPPORTUNITY

The County of Alameda is conducting a national search for an innovative, strategic executive to lead Alameda County Health (AC Health). This leader will collaborate across departments, stakeholders, and community partners to advance high-quality, integrated health services that support Countywide goals and community well-being. Appointed by the Board of Supervisors and guided by the County Administrator, the Director of AC Health serves as an at-will department head and provides executive oversight for the County's second-largest department.

THE COMMUNITY

Alameda County offers a wide range of cultural and recreational opportunities, including the Oakland Museum, Oakland Symphony, and an extensive regional park system. The inland Tri-Valley wine country and the Chabot Space and Science Center provide additional venues for leisure, exploration, and learning. The region is also home to distinguished academic institutions such as the University of California, Berkeley, and California State University, East Bay. Convenient transportation options include the Oakland International Airport, Bay Area Rapid Transit (BART), and the San Francisco Bay Ferry system.

ABOUT ALAMEDA COUNTY HEALTH

Alameda County Health (AC Health) promotes and protects the well-being of all who live, work, learn, and play in the County of Alameda (County). AC Health partners with community organizations and providers to expand access to care, support uninsured and Medi-Cal populations, strengthens community resilience, and advance health equity by addressing disparities through programs and systemic solutions.

With an annual operating budget of over \$1 billion and nearly 2,000 employees, AC Health is the County's largest agency. AC Health provides fully integrated health services through a complete network of **public and private partnerships** that honor the diversity of our communities, partners **closely with key health organizations**, including Alameda Health System, Alameda Health Consortium, and Alameda Alliance for Health, and **invests in community-based providers** to strengthen services and improve health outcomes.

AC Health focuses on the whole-person care through key programs, including Housing and Homelessness Services, Emergency Medical Services, HealthPAC, Healthy Schools and Communities, as well Measure A, the Essential Health Care Services Initiative adopted by Alameda County voters in March 2004.

VISION

All Alameda County residents live healthy and fulfilling lives.

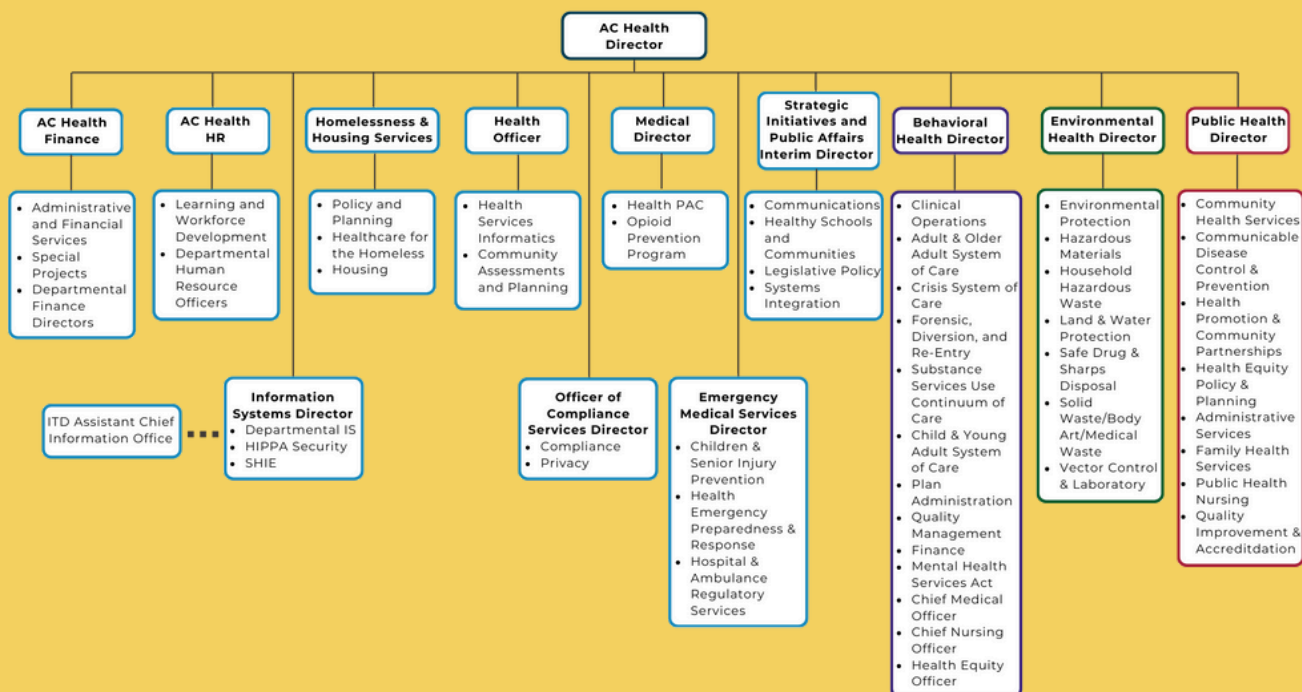
MISSION

Achieve health equity by working in partnership to provide high quality services, foster safe and healthy communities, and promote fair and inclusive opportunities for all residents.

CORE VALUES

Community Focus - Respect - Accountability

Collaboration - Excellence - Innovation





Alameda County Health

Alameda County Health provides whole-person care through cross-agency programs, including Housing and Homelessness Services, Emergency Medical Services, Health PAC, and Healthy Schools and Communities.



Behavioral Health Department

Alameda County Health

The Behavioral Health Department provides mental health and substance use services to Medi-Cal recipients and uninsured individuals, supporting their wellness, recovery, and resilience.



Environmental Health Department

Alameda County Health

The Environmental Health Department protects Alameda County's air, water, and food by enforcing health codes that reduce toxins and disease risks.



Public Health Department

Alameda County Health

The Public Health Department promotes community and population health by preventing disease and addressing root causes of health inequity.



ABOUT THE COUNTY OF ALAMEDA

The County of Alameda is one of California's most populous counties with over 1.6 million residents. Governed under a charter form of government, the County is led by a five-member Board of Supervisors. The Board sets policy, oversees operations, approves the annual budget, and represents the County across special districts and regional agencies. A Board-appointed County Administrator directs department heads in delivering programs and initiatives.

The County employs over 10,000 employees working in 21 different agencies and departments and has an annual budget of \$6.1 billion. The County provides full spectrum of services, health care, social services, public works, criminal justice, and other public safety services.

The Director of Alameda County Health provides overall leadership for the agency, advising the Board of Supervisors on medical, mental health, community health, and substance abuse services while overseeing policies, operations, and budgets. The role also represents the County in legislative forums, builds community partnerships, and ensures programs align with evolving healthcare needs.



THE IDEAL CANDIDATE

The ideal candidate brings extensive executive-level experience in a large public agency delivering health and human services to economically and culturally diverse communities. The successful candidate should be an innovative, analytical, and courageous leader with a collaborative, courteous, and creative management style, supported by strong communication skills.

PREFERRED LEADERSHIP COMPETENCIES

Community Leadership: Demonstrates integrity, high personal standards, and a proven record of serving diverse populations while fostering inclusion across staff, consultants, and advisors.

Strategic Vision: Balances big-picture thinking in health care delivery with pragmatic implementation; politically astute in navigating complex environments.

Equity-Focused: Leads with transparency, resilience, and respect; works effectively with elected bodies and diverse communities through an equity lens to address health care disparities.

Operational Excellence: Applies strong financial and budget management skills to align resources with mission and make data-driven decisions.

Problem Solving & Communication: Makes sound decisions by weighing multiple perspectives, listening actively, building consensus, and cultivating productive relationships.

Innovation in Health Care: Embraces change, drives innovation, and leads transformation in a rapidly evolving health care system.

In summary, the successful candidate will demonstrate a deep commitment to the County and its long-term success.

EDUCATION AND EXPERIENCE

Education:

Possession of a Master's degree from an accredited college or university in Public Administration, Public Policy, Health Care Administration, Health Sciences, or a closely related field. Or current employment as an agency or department head with the County of Alameda, or assistant director in AC Health.

Experience:

Five years of increasingly responsible administrative experience, three years of which must have been as an administrator or principal assistant administrator of a large diverse program or organization with the delivery of health care services to the public; or any combination of training, education and experience that will provide the required knowledge and abilities.



COMPENSATION AND BENEFITS

The annual salary range for this position is \$282,068.80-\$380,452.80.

The successful candidate will receive a highly competitive salary with an excellent benefits package that considers the candidate's experience, qualifications, and track record of success.

Further details regarding compensation and benefits are available by contacting Berkeley Search Consultants.



HOW TO APPLY

Candidates are encouraged to express interest early in the process for optimal consideration. This recruitment is considered open until filled.

For first consideration, submit your application by **November 12, 2025**.

Click [HERE](#) to apply

Please include the following:

- Comprehensive Resume
- Cover Letter

SELECTION

Berkeley Search Consultants will screen resumes against the criteria in this brochure and conduct preliminary interviews with the most qualified candidates. Results will be reported to the County, which will invite selected candidates to a formal interview process.

The finalist will undergo extensive reference and background checks.

The County of Alameda is an equal opportunity employer.