



Job Announcement

**Director, California Department of
Public Health/State Public Health Officer**

Sacramento, CA
September 2020



DEPARTMENT OVERVIEW

The California Department of Public Health (CDPH) works to protect the public's health in the Golden State and helps shape positive health outcomes for individuals, families and communities. The Department's programs and services, implemented in collaboration with local health departments and state, federal and private partners, touch the lives of every Californian and visitor to the state 24 hours a day, 7 days a week.

CDPH public health professionals, researchers, scientists, doctors, nurses, and other staff members have a shared vision to protect and improve the health of all Californians. We are dedicated to public service and passionate about our work and the people and communities we serve and protect.

The essential functions of the Department are critical to the health and wellbeing of people and communities. CDPH's fundamental responsibilities are comprehensive in scope and include infectious disease control and prevention, food safety, environmental health, laboratory services, patient safety, emergency preparedness, chronic disease prevention and health promotion, family health, health equity and vital records and statistics.

CDPH's key activities and services include protecting people in California from the threat of preventable infectious diseases like COVID-19, HIV/AIDS, tuberculosis and viral hepatitis, and providing reliable and accurate public health laboratory services and information about health threats.

Other critical services include providing nutritional support to low-income women, infants and children, and screening newborns and pregnant women for genetic diseases. CDPH also works to ensure the safety of food and bottled water, helps reduce smoking and its impacts and works to prevent chronic diseases and conditions such as diabetes, cardiovascular disease, cancer, asthma and obesity.

The Department also protects patient safety in hospitals and skilled nursing facilities, maintains birth and death certificates and prepares for, and responds to public health emergencies.



CDPH works continuously to reduce health and mental health disparities among vulnerable and underserved communities to achieve health equity throughout California.

POSITION SUMMARY

The Director of the California Department of Public Health (CDPH) is the senior advisor to the Governor's Office, the California Health and Human Services Agency, CDPH executives, other state and federal agencies, the Legislature, and CDPH partners, including local health departments. The Director determines the overall vision and objectives for CDPH. The Director is responsible for managing and directing policy development on a broad range of public health programs, services, and issues within the areas of: infectious disease control and prevention, food safety, environmental health, laboratory services, patient safety, emergency preparedness, chronic disease prevention and health promotion, family health, health equity and vital records and statistics.

- Leads the senior executive management team to plan, develop and implement department policies.
- Promotes an environment that shapes and enhances positive health outcomes for individuals, families and communities.
- Works to provide access to the public with appropriate and effective expenditure of public resources to serve those with the greatest health care needs.
- Provides leadership to reduce health and mental health disparities among vulnerable and underserved communities to achieve health equity throughout California and enhances public health preparedness and emergency response.

The Director also serves as the CDPH State Public Health Officer and is the senior advisor and chief spokesperson on medical and public health issues to the Governor's Office, the California Health and Human Services Agency, CDPH executives, other state and federal agencies, the Legislature, and CDPH partners, including local health departments. The State Public Health Officer provides a medical perspective in the interest of public health and advises the Governor on issues of health promotion, infectious disease control and prevention, and emergency response. The State Public Health Officer has formal training in public



health and a medical degree.

- Plans, enhances and manages changes in department priorities necessary to respond to public health emergencies.
- Emphasizes prevention-oriented health care programs, promotes the development of knowledge about the causes and cures of illness.
- Identifies and investigates public health issues.
- Plans organizes, directs and evaluates the medical delivery of comprehensive, state wide public health programs to protect and promote public health and mitigate public health hazards.
- Enforces all statutes, ordinances and regulations related to public health.

The CDPH consists of approximately 4,000 employees, statewide, and is supported by a budget of \$3 billion. This position reports to the California Health and Human Services Agency Secretary.

This position represents an outstanding opportunity for the right candidate to provide a high-visibility leadership role in an important, statewide agency which promotes an environment that enhances human health and well-being, emphasizing prevention-oriented health care programs and promoting the development of knowledge about the causes and cures of illness.

PROFESSIONAL EXPERIENCE

- An experienced administrator and physician with expert knowledge of communicable disease control measures, epidemiological survey and statistical methods, and other principles and practices of public health.
- Established track record in advancing health equity.
- A track record of recruiting, managing, and retaining top-level managers who function effectively as a team.
- Experience or an understanding of the administration of public health programs by local health departments, including emergency preparedness and response activities.
- Demonstrated familiarity with principles of continuous quality improvement.
- Experience with a broad range of state public health programs.
- Executive level experience in planning, organizing, and operating a large public or private entity.



COMPETENCIES

- Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management.
- Ability to function as part of an executive management team to plan, develop, and implement department policies and priorities.
- An understanding and appreciation for diverse jurisdictions and regions throughout the state and their unique public health considerations.
- Ability to lead and direct key public health programs.
- Ability to effectively plan for and manage changes in department priorities necessary to respond to public health emergencies.
- Ability to communicate effectively, orally and in writing, with the Governor's Office, the Health and Human Services Agency, CDPH executives, other state and federal agencies, the Legislature, and CDPH partners, including local health departments.
- Ability to influence strategic partnerships, anticipate public health needs at the community level, and maintain organizational awareness and situational priorities to bolster the state's public health goals.
- Ability to communicate effectively with the public and media in providing clear and consistent messaging to increase public confidence in the state's public health actions.

EDUCATION

- Licensed physician and surgeon.
- MPH preferred.

COMPENSATION AND INTERVIEW PROCESS

The compensation package includes a salary of \$267,000-\$275,000 plus premium health, insurance, and retirement benefits.

Pre-screened, selected candidates will be invited to a virtual interview with the CA Health and Human Services Agency, followed by a final virtual interview with the



CDPH Recruitment Committee. This position's appointment will be vetted and appointed by the Governor and confirmed by the Legislature.

PROCEDURE FOR CANDIDACY

For confidential consideration, please email your chronological resume (to include description and size of current/prior organizations and responsibilities) and compensation expectations at your earliest convenience to:

Sonia.Herrera@chhs.ca.gov

The first round of review will occur for applications submitted by September 15, 2020.

Duty Statement

State Public Health Officer and Director

California Department of Public Health

The Director of the California Department of Public Health (CDPH) is responsible for managing and directing policy development on a wide range of public health, environmental health, emergency preparedness, and licensing and certification issues to improve the health of families and communities by promoting resiliency, racial and health equity, healthy lifestyles, preventing illness and injury, and removing environmental dangers. The CDPH consists of approximately 4,000 employees, statewide, and is supported by a budget of \$3 billion.

The California Department of Public Health strategic direction:

Vision: Healthy communities with thriving families and individuals where everyone has the opportunity to achieve optimal health.

Mission: To equitably advance the health and well-being of California's diverse people and communities.

Core Values:

- **Collaboration:** We value our partners. We reach out to diverse groups and external stakeholders. We foster both internal and external collaboration. We empower and engage our staff.
- **Competence:** We strive for excellence in all that we do. We invest in our staff and value and reward competence.
- **Equity:** We foster policies and programs that promote fairness, social justice, equity, and cultural competence.
- **Integrity:** We adhere to high ethical and professional standards in our work and relationships. We are honest in our interactions and conscientious stewards of the resources entrusted to us.
- **Respect:** We treat all people with respect, courtesy, and understanding.
- **Responsibility:** We follow through on commitments. We hold ourselves and others accountable for results.
- **Trust:** We foster an atmosphere of trust by modeling consistent and professional behaviors and valuing them in others. We strive for transparency in our actions and communications.
- **Vision:** We seek new information and progressive solutions. We encourage innovation and creativity. We work in the present and focus on the future.

The strategic direction of CDPH is guided by understanding the diverse populations we serve and valuing diversity in our workforce to capture diverse ideas and perspectives.

Qualifications

- Ability to function as part of an executive management team to plan, develop, and implement department policies and priorities.

- Ability to lead and direct key public health programs.
- Ability to effectively plan for and manage changes in department priorities necessary to respond to public health emergencies.
- Ability to communicate effectively, orally and in writing, with the Governor's Office, the Health and Human Services Agency, CDPH executives, other state and federal agencies, the Legislature, and CDPH partners, including local health departments.
- Established track record in advancing health equity
- Licensed physician and surgeon

Desirable Characteristics

- Experience with a broad range of public health programs.
- Executive level experience in planning, organizing, and operating a large public or private entity.
- A track record of recruiting, managing, and retaining top-level managers who function effectively as a team.
- An experienced administrator and physician with expert knowledge of communicable disease control measures, epidemiological survey and statistical methods, and other principles and practices of public health.
- Experience or an understanding of the administration of public health programs by local health departments, including leading public health and medical response activities.
- An understanding and appreciation for diverse jurisdictions and regions throughout the state and their unique public health considerations.
- Demonstrated familiarity with principles of continuous quality improvement
- Ability to influence strategic partnerships, anticipate public health needs at the community level, and maintain organizational awareness and situational priorities to bolster the state's public health goals.
- Ability to communicate effectively with the public and media in providing clear and consistent messaging to increase public confidence in the state's public health actions.
- MPH or other formal training in public health