



# Multnomah County Health Department



## Public Health Director

### *Recruitment Announcement*

## About the Multnomah County Health Department

The Multnomah County Health Department is the primary public health authority for Multnomah County, Oregon, which includes the city of Portland. As the largest health department in the state, it plays a vital role in working with communities to advance health equity, protect our most vulnerable, and promote health and wellness for the county's diverse population.

### Key Divisions & Services:

- **Public Health:** Promotes, protects and improves health and prevents disease among all county residents through a wide range of programs and services.
- **Behavioral Health:** Provides recovery-based mental health and addiction services to adults, children, and families.
- **Corrections Health:** Ensures the provision of medical, dental and behavioral health services to people incarcerated in Multnomah County jails.
- **Financial & Business Management:** Oversees the financial operations and business processes of the department, including budget development, contracting, purchasing, accounts payable/receivable, and financial reporting.
- **Health Officer:** Provides physician consultation, technical direction and leadership to support public health activities and clinical services in Multnomah County.
- **Integrated Clinical Services:** Provides health services that improve the health and wellness of individuals, families and communities, including primary care centers, student health centers, HIV health services, behavioral health, dental, pharmacy and laboratory services.
- **Operations:** Supports the administrative, logistical and data functions of the department, ensuring that it runs smoothly and effectively.

### Public Health Areas of Focus:

It's our mission to promote and protect the health and wellness of the people of Multnomah County.

- Education and outreach
- Medical, dental and pharmacy
- Environmental health
- Inspections
- Disease outbreak investigation
- Policy and research
- Emergency preparedness
- Health policy and communications

### Mission and Vision:

- **Mission:** We work with communities to advance health equity, protect the most vulnerable, and promote health and wellness for everyone.
- **Vision:** Thriving communities that nurture the health and resilience of all.

Each division works collaboratively to address the diverse health needs of the County's residents and plays a critical role in ensuring that all residents have access to essential health services and resources, with a strong emphasis on equity and community engagement. To read more about the work of the Multnomah County Health Department, please visit <https://www.multco.us/health>

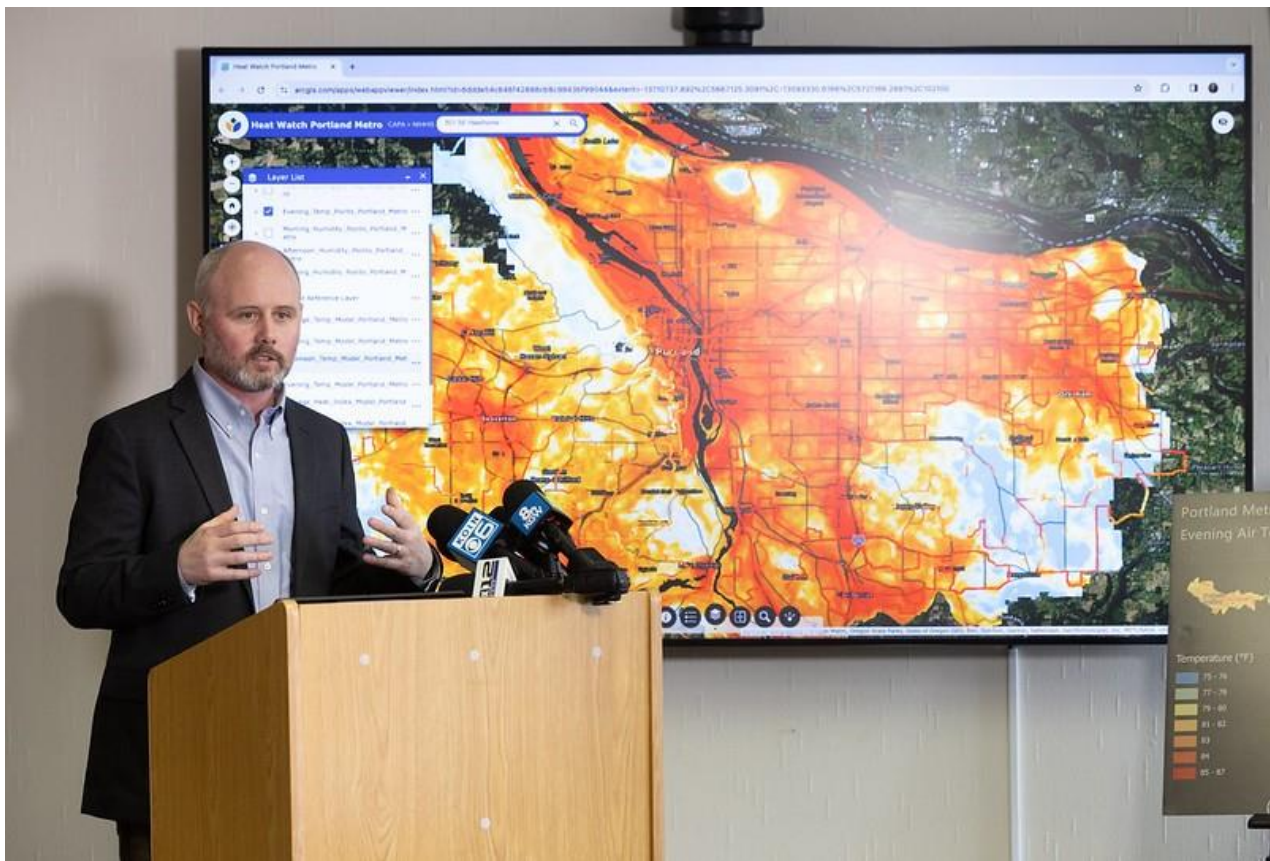
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# About the Position

This is a senior leadership, division director position responsible for strategic direction and operational oversight of Public Health functions and programs for the Health Department. The position reports to the Health Department Director and carries out the duties of the Local Public Health Administrator with Health Department leadership, including acting as an agent of the Oregon Health Authority in enforcing state statutes and Public Health Division regulations.

Divisional and management responsibility for programs and staff including but not limited to Environmental Health Services, Chronic Disease Prevention and Health Promotion, Communicable Disease, STD/HIV Prevention, Parent Child and Family Health, Women, Infants, and Children (WIC), Program Design and Evaluation, Public Health Operations and all Public Health foundational capabilities. This position represents public health within the Health Department on a variety of committees and task forces implementing the connection between public health and health care within Multnomah County, Coordinated Care Organizations (CCO), the metropolitan area, the state of Oregon and beyond. This position is responsible for creating and supporting a work culture of respect, trust and understanding for the highly diverse populations the Health Department serves in the office and in the community. Every employee shares the responsibility for promptly bringing to the County's attention conduct that interferes with providing a work environment free of illegal discrimination and harassment.



## Key functions directly related to the purpose of this position:

### Management of Public Health Functions and Programs (40%)

- **Strategic Leadership and Management:** Sets the strategic vision and direction for public health initiatives, ensuring efficient program implementation and resource allocation. Champions performance measurement and accountability to drive continuous improvement.
- **Community Health Improvement:** Identifies and addresses health disparities through community engagement and collaboration. Implements evidence-based strategies to promote health and prevent disease, with a focus on equity.
- **Policy and Advocacy:** Shapes and advocates for policies that protect and improve public health. Ensures regulatory compliance and leads the implementation of modernized public health practices and capabilities.
- **Organizational Leadership:** Builds and empowers a high-performing public health team. Fosters a collaborative environment and supports the Board of Health in its decision-making.
- **Additional Key Functions:** Works to integrate public health and healthcare systems for improved population health. Ensures preparedness for public health emergencies and utilizes data to inform strategic decisions.

### Division and Departmental Representation (20%)

- **External Relations and Advocacy:** Serve as the primary representative and spokesperson for the Health Department, advocating for public health priorities and building strategic partnerships at the local, state, and federal levels.
- **Policy and Legislative Engagement:** Actively participate in the development and implementation of health-related policies and legislation, ensuring alignment with community needs and public health best practices.
- **Interagency Coordination:** Foster collaboration and coordination with diverse stakeholders, including community organizations, healthcare providers, and government agencies, to address complex public health challenges and achieve shared goals.
- **Communication and Media Relations:** Effectively communicate public health information to the community and media, promoting transparency and building trust.



## Strategic Direction and Partnership Development (20%)

- **Visionary Leadership:** Establish and articulate a compelling vision for public health in Multnomah County, inspiring stakeholders and mobilizing resources to achieve strategic goals.
- **Strategic Planning:** Develop and implement comprehensive strategic plans to address priority health issues, such as chronic disease prevention, with a focus on equity and community well-being.
- **Partnership Cultivation:** Build and nurture strong relationships with diverse stakeholders, including community leaders, funders, healthcare organizations, and public health partners, to foster collaboration and leverage collective impact.
- **Collaborative Action:** Facilitate partnerships and initiatives that address community-wide health needs, ensuring alignment with public health priorities and strategic objectives.

## Division Operational Business and Budget Management (20%)

- **Operational Oversight:** Ensure efficient and effective operations across all public health programs, including human resources, contract management, and adherence to government processes.
- **Financial Management:** Develop, implement, and monitor budgets, ensuring responsible resource allocation and financial sustainability. Secure and manage funding from grants and community partners.
- **Policy and Process Improvement:** Develop, implement, and evaluate policies, procedures, and business practices to enhance program performance and outcomes. Ensure compliance with regulatory requirements.



# The Ideal Candidate

The Multnomah County Health Department seeks an adeptly qualified candidate with the ability to understand strategic visions/goals and who can operationalize them. The successful candidate must be able to understand complex public health services, community settings, and budget and implement quality improvements and systems change.

The Public Health Director will carry out the duties of the Local Public Health Administrator with Health Department Leadership, including acting as an agent of the Oregon Health Authority in enforcing statutes and Public Health Division regulations in Multnomah County.

The ideal candidate for the Public Health Director role at the Multnomah County Health Department (MCHD) should demonstrate strong public health experience and education that demonstrates competencies in foundational programs as defined by ORS 431.141 and foundational capabilities as defined by ORS 431.131. They must have regulatory knowledge in compliance with federal, state, and local policies in health or social service settings. Financial acumen is essential for overseeing budgets, contract management, and human resource management. The ideal candidate should also excel in communication and representation, including working with media and presenting to governing bodies. Overall, they should be a visionary leader committed to social justice and community well-being.



## Minimum Qualifications

- Bachelor's degree in Public Health, Health Administration, or a related field. (Master's Degree is preferred)
- 7+ years of progressively responsible experience in public health or public health adjacent programs, including 3+ years in a senior leadership or management role overseeing public health programs, services, and staff.
- Demonstrated experience with compliance of federal, state, and local policies in health or social service setting.
- Proven ability to develop and implement equity-focused strategic plans that align with public health objectives, including experience in community health needs assessment, capacity building, and partnership development.
- Extensive experience in operational business management, including budget development and management, contract negotiation, and human resource management.
- Strong communication skills, with experience representing an organization in governmental and community settings, including working with media and presenting to governing bodies.
- Experience working with Unions is strongly preferred.



## About the Area

Multnomah County Oregon has a diverse population exceeding 800,000, covering an area of over 465 square miles. Although the county's beautiful and progressive city of Portland has the cultural and recreational opportunities of a large city, it has the heart of a small town. In addition to Portland, Multnomah County encompasses cities such as Fairview, Gresham, Maywood Park, Troutdale, and Wood Village. Portland is just thirty minutes from the Cascade Mountains, with hiking, world-class ski resorts, camping, and fishing. Travel one-hour west to find some of the most dramatic and pristine beaches on the west coast. Portland lies in the Marine west coast climate region, marked by warm, dry summers and rainy but mild winters. Portland is a foodie's dream, with regional cuisine featuring microbreweries and micro distilleries, local wine, seafood, and produce; along with one of the country's largest food cart scenes and the quirky Voodoo Donuts, home of the maple-bacon donut. Classical music, ballet and our art museum live comfortably alongside vibrant contemporary art and jazz music scenes. Portland is a reader's paradise - our libraries boast the largest circulation in the country and bookstores abound. Sauvie Island, an agricultural and scenic wildlife preserve, has some of the region's best produce, including Oregon's famous berries. Portland has been referred to as one of the most environmentally friendly or "green" cities in the world. The city and region are noted for strong land-use planning and investment in light rail, supported by Multnomah County, a distinctive regional government.

# APPLICATION PROCESS

## *Persons interested in this position should submit the following information:*

- Cover letter describing your interest & qualifications.
- Current resume.

If you have questions regarding this announcement, please email Tina Wood at [TWood@approus.com](mailto:TWood@approus.com), or call at (503) 619-0148 x259. This position will remain open until filled but the screening process will move quickly. To be considered for the first round of interviews please submit your application materials at <https://approus.com/healthdirector/> no later than September 8<sup>th</sup>, 2024.

Multnomah County is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application, and selection process to applicants with disabilities who request such assistance.

## **Veteran Applicants**

If you are a veteran and want to apply for veterans' preference, please include a statement in your cover letter that you are a veteran AND submit a copy of your **DD214 or DD215** or other documentation with your application packet by the closing date. Veterans' preference cannot be honored for this recruitment without it. For more information, please visit <https://www.multco.us/jobs/veterans-preference-information-and-instructions>

## **Total Compensation**

**The annual salary range for this position is \$125,453.55 - \$200,725.85.** Multnomah County is an excellent employer offering an outstanding benefit package including health, dental, disability and life insurance; defined benefit pension; salary contribution to retirement paid by the County; work-life balance; annual public transit pass; vacation and sick leave. For more information about Multnomah County benefits please visit <https://www.multco.us/benefits/non-represented-employee-benefits>

