

COUNTY OF SANTA CRUZ

INVITES YOU TO APPLY FOR THE POSITION OF

DIRECTOR OF NURSING

\$126,360 – 167,960 / Annually



Beautiful Coastal Community
Mediterranean Climate Excellent
Quality of Life



Application Deadline: Continuous

The Position

There are two current vacancies in Public Health/Clinics. The incumbent is responsible for planning, organizing and coordinating medical and program services associated with a major division of the Health Services Agency such as Clinics and Public Health. The position is responsible for hiring and training key nursing staff on all appropriate shifts and developing policies and procedures that keep the program in compliance with state and federal requirements. Additionally, the position may be responsible for co-supervising other personnel assigned to Clinics/Public Health. The incumbent may be responsible for overseeing or supervising the managers assigned to Clinics and/or Public Health programs.

The Community of Santa Cruz

Santa Cruz County has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests and rich farmland. It has an ideal Mediterranean climate with low humidity and 300 days of sunshine a year. Its unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art, as well as golfing, surfing, hiking and biking offer a wealth of leisure activities. Higher education includes Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour away. These elements of high-quality living make Santa Cruz one of California's most desirable areas to **live, work, and play!**

Summary of Qualifications

- Three years of supervisory or administrative experience in nursing, including one year of experience in program development and evaluation. A Master's degree in a related field may substitute for one of the three years of required supervisory or administrative experience. Possession of a Masters' degree is highly desirable.
- Possession of a valid Registered Nurse License issued by the State of California
- Possession of a California Public Health Nursing Certificate, for the Public Health position
- Special Requirements/Conditions: A current CPR certificate, and a valid California Class C Driver License
- Fingerprinting and a background investigation are required.

Ideal Candidate Profile

- Strong leadership experience and extensive background in nursing administration
- Experience in developing and evaluating health programs
- Mission driven, thoughtful and trusted decisionmaker who considers varying perspectives

- Energetic and approachable leader who has solid experience in the area of nursing
- Ability to respond to multiple stakeholders while quickly building strong relationships
- Ability to drive, engage and partner with staff in process improvement strategies
- Experience with developing and sustaining dynamic collaboration with diverse community partners
- Strong interest in contributing to a Culture of Health
- Ability to apply concepts of health equity and social determinants of health
- Understanding of public policy that affects the wellbeing of patients and communities
- For Public Health, familiarity with disaster preparedness and emergency medical sheltering and communicable diseases

The Application Process

Apply online at **www.santacruzcountyjobs.com** or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date or 2) submitted online before midnight of the final filing date.

If you have a disability that would require a test accommodation, call (831) 454-2600.

Tentative Schedule

Application Deadline:	Continuous
Review of Qualifications & Competitive Screening:	Continuous
Anticipated Oral Board Examination:	Continuous
Anticipated Selection Interviews:	Continuous
Anticipated Appointment:	Continuous

*You may be required to compete in any combination of written, oral and/or performance examination or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months and your overall score will be based upon an evaluation of your application and supplemental questionnaire.

Supplemental Questionnaire

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Describe your experience as a nurse manager that includes managing staffing needs within a restricted budget. Include types of staff (full time, part time, per diem) in your answer, to demonstrate your understanding of management of a health care operation.
2. Describe your experience in program development, systems analysis and quality management in a medical and/or community health environment.

Highlighted Benefit Offerings

Medical, Dental, and Vision

Various, robust plans are available with the County contributing generously towards the total cost of the plans.

Retirement and Social Security

Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

Life Insurance and Long-Term Disability Plan

County paid \$50,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long-term disability plan that pays 66 2/3 % of the first \$13,500, up to \$9,000 per month maximum benefits.

