

BOULDER COUNTY, COLORADO

Director of Public Health



This is a unique opportunity in one of the nation's most progressive counties for a proven and visionary public health leader who is adept in building community connections and supporting staff. You will join a thriving organization that is committed to racial equity and justice with programs aimed at creating health equity and breaking down barriers of systemic racism.

The County

Boulder County is a community with over 2,000 county employees serving the needs of over 300,000 residents. From visionary open space, progressive land use and sustainability policies, to innovative community service and housing programs, Boulder County government helps to foster a vibrant, healthy, and active community.

Located in north-central Colorado, northwest of Denver, Boulder County's landscape includes thriving urban centers surrounded by rural buffer zones, foothills, forested mountains, and portions of Rocky Mountain National Park. The county seat is the City of Boulder, the largest municipality in Boulder County, where many of Boulder County's administrative offices are located. Other incorporated towns and cities include Erie, Jamestown, Lafayette, Longmont, Louisville, Lyons, Nederland, Superior, and Ward.

Boulder County offers countless year-round recreational activities, including an abundance of public hiking and biking trails and over 100,000 acres of open space. There are a variety of entertainment and cultural opportunities that include art galleries, museums, movie and stage theaters, and events including the Colorado Shakespeare Festival. Boulder is a center for educational and scientific facilities, including the University of Colorado Boulder (CU), Naropa University, National Center for Atmospheric Research (NCAR), National Institute of Standards and Technology (NIST), and National Oceanic and Atmospheric Administration (NOAA).

Our mission is to address social, economic, and environmental conditions in Boulder County to ensure that all people have the opportunity for a healthy life.

Boulder County Public Health Core Values

- ◇ Foster Trust
- ◇ Demonstrate Respect and Compassion
- ◇ Collaborate and Build Strong Teams
- ◇ Be Flexible, Creative, and Innovative
- ◇ Pursue and Support Personal and Professional Growth
- ◇ Recognize Leadership in Everyone
- ◇ Promote Inclusion and Honor the Life Experiences of Others

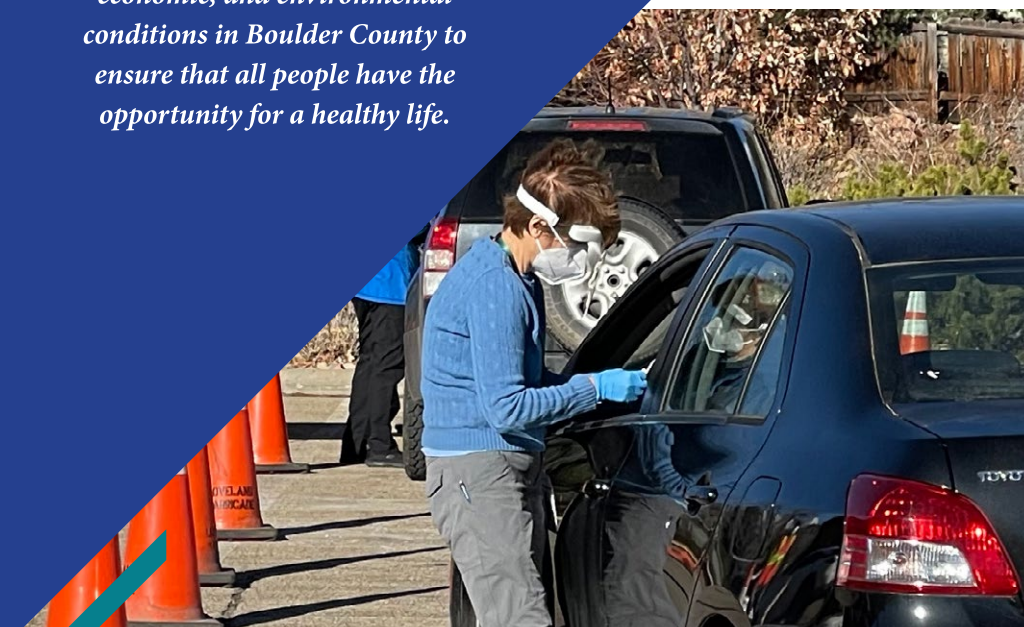
The Department

Boulder County Public Health (BCPH) is committed to the pursuit of health equity for all Boulder County residents. This includes commitment to the diversity of its staff, as well as providing culturally responsible programs and services that help reduce health inequities. BCPH services include monitoring the health status of the population and the environment; identifying community health problems; preventing and controlling the spread of communicable disease; promoting positive health behaviors and environmental practices; improving access to mental health services; mobilizing community partnerships to solve identified health problems; enforcing laws and regulations that protect the health of the public and the environment; creating conditions for strong families and communities where children are healthy, valued, and thriving; assuring access and providing linkages to personal health services; developing strategies and policies to counter the impact of climate change; advancing racial justice priorities; and developing policies that support and protect the health of the community and the

environment. The department's current Strategic Plan is dated through 2022 and addresses and prioritizes the achievement of health equity, improvement of mental health, and climate change.

The Director will provide strategic leadership, management, and administration of Boulder County Public Health and support to the department and community stakeholders during a time of dynamic change, uncertainty, and increased needs due to the current COVID-19 pandemic.

To learn more, visit:
www.bouldercountyhealth.org



The Director

The Director is a strong and visionary public health executive who is responsible for a high-performance organization with an \$18 million budget and a regular staff of 175. The position actively engages in all segments of the community to focus on the protection and promotion of the health and well-being of all people and the environment of Boulder County. The Director reports to and serves at the pleasure of a five-person Board of Health that is appointed by the Boulder County Board of County Commissioners. The Director supervises an Associate Director of Finance & Administration; an Associate Director for Health Systems, Policy, & Strategic Initiatives; a Business Operations Manager; the Chief Medical Officer; and a Deputy Public Health Director, who is responsible for the Communicable Disease & Emergency Management, Community Health, Environmental Health, and Family Health Divisions.

Key areas of responsibility include:

- » **Leadership:** Developing and articulating a clear, compelling vision for public health in Boulder County and for BCPH; creating and sustaining opportunities to enlist others in a shared vision for the department and the community; and advocating for widespread understanding of the social justice underpinnings of public health, the social determinants of health, and the public health imperative of eliminating disparities.
- » **Management:** Providing direction to BCPH by initiating organization-wide policies and procedures to facilitate the mission, vision, values, and organizational culture needed to recruit and maintain a strong team; directing the department's strategic plans, goals, and programs while assuring a high-performance culture that promotes excellence, continuous quality improvement, shared leadership, and a high degree of collaboration.
- » **Administration:** Organizing BCPH in a manner that is responsive, efficient, and effective in meeting the goals of the Board of Health, community needs, and legal responsibilities; implementing mechanisms to assure that public health needs are defined by sound quantitative and qualitative assessments and that programmatic responses are evidence-based and respond to social justice and racial inequities; and effectively managing the changing financial landscape to ensure sustainable funding for the department.
- » **Collaboration:** Establishing and maintaining effective working relationships with the Board of Health, County Commissioners, the media, and community partners to inform and promote awareness of community health issues and recommended policies and actions; assure that information is provided to the public regarding the causes, nature, and prevention of dangerous or communicable diseases; and participate in local, state, and national organizations that promote the advancement of public health practice.



Boulder County is a socially just, inclusive community where physical and mental health, social well-being, and the environment are valued, supported, and accessible to all.

Characteristics Of The Ideal Candidate

The ideal candidate has demonstrated leadership and management experience in public health, with the ability to set a clear vision for the department and help staff understand their role in achieving the vision. With a proven track record for building relationships, the ideal candidate will create a team mentality while guiding the department through a challenging time of increasing community demands due to the COVID-19 pandemic. The new director must be a strong, racially conscious manager demonstrating political savvy, flexibility, and adaptability in a complex and ever-changing environment. Competitive candidates will possess proven fiscal management and understanding of complex financial strategies, financing mechanisms, and diverse funding streams.

Additional characteristics being sought include:

- » Dynamic and progressive leader with high emotional intelligence who is calm, dependable, trustworthy, sincere, and collaborative.
- » Knowledge of the social justice underpinnings of public health, the social determinants of health, and the ability to articulate the public health imperative of eliminating health disparities.
- » Extensive knowledge of current public and environmental health theory, science, issues, and practice.
- » Deep knowledge of public policy and political process, especially as it relates to federal, state, county, and municipal governments.
- » Demonstrated personnel management skills that include change management and organizational development. Ability to motivate, encourage, support, and coach staff to optimum performance, including recruitment and development of racially diverse teams. Spanish bilingual skills are preferred.
- » Demonstrated ability to work effectively with local, state, and federal funding, governing, and regulatory agencies, as well as to influence public health policy at various levels of government.
- » Excellent written and verbal communication skills and the ability to exercise these skills in group and individual settings; ability to present complex scientific and public health principles and issues in ways that can be understood by policy makers and the general public.

- » Demonstrated ability to establish, develop, and sustain key working relationships and work collaboratively and effectively with management and workforce teams, as well as through collaborative relationships within the community.
- » Passion and commitment to the vision and guiding values of BCPH and Boulder County as a whole.
- » Knowledge and skill in addressing the current COVID-19 pandemic is preferred.

Minimum Qualifications

Graduation from an accredited college or university with a master's degree in Public Health, Public Administration, Management Science, Organizational Leadership, or a closely related field AND a minimum of ten years of increasingly responsible professional work experience demonstrating leadership, management, and administration in the field of public health. Five years of experience must be at the local or state government level, preferably within a local public health department, and must include at least two years of experience supervising public health managers. Candidates who are bilingual and bicultural in Spanish are preferred.

Boulder County is a family-friendly workplace that is dedicated to fostering a diverse, inclusive, and respectful environment for all employees. We prohibit unlawful discrimination against applicants and employees on the basis of race, color, religion, gender, gender identity, national origin, age, disability, socio-economic status, sexual orientation, genetic information, or any other status protected by applicable federal, state, or local law.

Compensation and Benefits

The hiring range for this position is \$175,000 - \$225,000. Actual salary will be dependent on the qualifications and experience of the successful candidate. As well as offering competitive pay and a caring work environment, Boulder County offers employees an array of benefits, including:

- » A family-friendly workplace that offers generous paid vacation, medical leave, holidays, and caregiver leave; a breastfeeding-friendly work environment and an Infants-at-Work policy; a nationally recognized wellness program; robust learning programs and tuition assistance; free and discounted transit and bike-sharing memberships; comprehensive health plan options that include health, vision, dental, and optional supplemental insurances for cancer care and hospital stays; generous retirement plans that include mandatory participation in both Social Security and Colorado PERA Pension; voluntary options of a Colorado PERAPlus 401(k) and PERAPlus 457 Plan, both with traditional pre-tax or Roth options; and life and disability insurance.

Application Process And Recruitment Schedule

To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (who will **not** be contacted without prior notice to you) by **Monday, March 8, 2021**. Résumés should reflect years **and** months of employment, beginning/ending dates, as well as the size of staff and budgets you have managed. Please submit your materials to: <https://executivesearch.cpshr.us/JobDetail?ID=1746>

For additional information about this position, please contact:

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Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals who are determined to be best suited will be invited to participate further in a formal assessment process.

