



COUNTY OF MARIN

Chief Strategy Officer/ Chief Assistant Director

DEPARTMENT OF HEALTH
AND HUMAN SERVICES





At the County of Marin, our employees overwhelmingly report feeling their work is meaningful, they like the work they do, and they are proud to tell people “I work for the County of Marin.”

ABOUT US

Marin County, located in the hills northwest of San Francisco across the Golden Gate Bridge, is a beautiful, temperate refuge from the more urbanized areas of the Bay Area. With a total population of approximately 260,000, Marin County residents enjoy a high quality of life in one of the most spectacular metropolitan areas of the world. Marin County has a diversified economic base, including a mix of insurance, medical, pharmaceutical, technology, financial, and retail employers, including BioMarin, Autodesk, and Buck Institute.

Outdoor activities are plentiful with access to the bay, the ocean, hiking or biking trails, vineyards in Napa and Sonoma, wildlife viewing, agritourism, and the Muir Woods National Monument. The Marin County Civic Center is a complete campus designed by Frank Lloyd Wright, “the greatest American Architect of All Time.”

Marin County includes the incorporated cities of San Rafael, Novato, Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Ross, San Anselmo, Sausalito, and Tiburon.

COUNTY GOVERNMENT

Marin County is a General Law County. The County is governed by a five-member Board of Supervisors, each of whom represents one of the five voting districts of the County. The County employs over 2,200 employees in 22 departments. The Board’s priorities for the future include (1) investing in County infrastructure, (2) preserving affordable housing and housing first, (3) addressing climate change, (4) improving disaster preparedness, and (5) prioritizing racial equity.

This diverse organization strives to uphold a set of core values: respect, trust, integrity, diversity, equality, excellence, accountability, innovation, and collaboration. These values help to maintain and enhance public trust and help achieve high quality service outcomes. The County is committed to be a well-managed organization that relies on the talents of its workforce to succeed.

To learn more, go to: www.marinhhs.org

DEPARTMENT OF HEALTH & HUMAN SERVICES

At Health & Human Services, we serve our community through the values of support, unity, trust and excellence with one common mission: to promote and protect the health, well-being, safety and self-sufficiency of all in Marin. Join our team of bright, committed, and energetic people who want to make an impact through public service in our local community.



VISION
All in Marin Flourish

ABOUT THE POSITION

This position is about getting things done at every level of the Health and Human Services Department. You will have wide latitude and freedom to pursue actionable strategies designed to improve service equity and delivery. As the Department's chief strategist, you will develop critical relationships with operational staff, identify needs and gaps in the Departmental framework, formulate solutions, and leverage your influence to achieve results.

You will be assisted by talented and passionate employees working in two teams: the Measurement, Learning, and Evaluation team and the Equity team. These professionals are high functioning, self-motivated units with a drive to make Marin HHS better every day.

A key function of this role is the development, adoption, and execution of the Department's strategic and operational plans, each of which is updated every three to five years. Specifically, this includes:

- Managing the execution of key functions of strategic planning, including organizational development, data and evaluation, policy and planning, community outreach and engagement, and communications
- Developing, executing and monitoring the results of the Department's strategic plan, consisting of the following areas: employee performance, health and well-being; shared leadership and participatory management; equity, diversity and transparency; and management, learning and evaluation
- Directing strategic implementation priorities and framework
- Maintaining a focus on equity throughout the Department
- Implementing strategic efforts to align department administrative functions, processes and special projects that engage across divisions
- Cultivating innovative programs to create unique interventions that address client needs

IDEAL CANDIDATE

The ideal candidate will bring creativity and innovation and will be an expert in at least one field administered by Marin HHS (social services, behavioral health, homelessness, or public health including healthcare) and will bring instant credibility to their role by virtue of their mastery of that area. The Chief Strategy Officer should be familiar with the political complexities that could arise when addressing these fields and understand the tapestry of sectors to address them through mental health, behavioral health, criminal justice, and social services. The ideal candidate should be a very strong administrator with significant amounts of foresight, patience, and persistence to navigate the Department through long term change.

This person should be extremely comfortable with both elected and appointed officials in the County and adept at building coalitions and working with core constituencies to achieve our strategic goals.

EDUCATION AND EXPERIENCE

Any combination of education and experience that would provide the knowledge and skills necessary to lead a highly complex and technical field for Health and Human Services. Typically, a Bachelor's degree in public or health administration or a related field, and five years of management experience in a public health, behavioral health, or social services organization. A master's degree is highly desirable.



COMPENSATION, BENEFITS, AND REMOTE WORK POLICY

The salary range for this position is **\$190,611 - \$210,163** and is accompanied by standard County employee benefits, including medical, dental and vision insurance and Marin County Employees' Retirement Association pension benefits.

As a Departmental leader, the Chief Strategy Officer is expected to be regularly present in the office; currently, HHS employees may work remotely two days per week depending on the business needs of the department.



APPLICATION AND SELECTION PROCEDURE

This position is open until filled. To be considered for this exceptional career opportunity, submit your application at: <https://www.cpshr.us/recruitment/1998> by the first application review date of **Monday, May 9, 2022.**

For further information contact:

Andrew Nelson
CPS HR Consulting
(916) 471-3329
anelson@cpshr.us
Website: www.cpshr.us

CPS HR  **CONSULTING**

Applications will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks. This position is classified as a Disaster Services Worker.