



**Southern Nevada Health District**  
LEADERSHIP OFFICER



## SOUTHERN NEVADA HEALTH DISTRICT

The Southern Nevada Health District is one of the largest local public health organizations in the United States. The Health District serves more than 2.3 million residents, which represents 75 percent of Nevada's total population. The Health District is also responsible for safeguarding the public health of more than 42.5 million visitors to Las Vegas each year. The role of public health includes oversight and participation in areas such as bioterrorism, disaster, and emergency preparedness.

The Health District is governed by an 11-member policy-making board composed of two elected officials each from the Board of County Commissioners and the largest city in Clark County (City of Las Vegas); one elected representative from each of the four remaining jurisdictions in the county (Boulder City, Henderson, Mesquite, and North Las Vegas); and three at-large members selected by the Board. Non-elected members all have business ties to the community. The Board appoints a District Health Officer to oversee Health District services.

The District is supported by more than 600 employees and operates with a \$79 million FY18-19 budget. Funds are derived through county property tax allocations set by state statute, direct federal grants, and regulatory revenue and fees.

The Health District is organized into five divisions, each Division Head is a direct report to the District Health Officer: Administrative Services, Community Health Services, Environmental Health, Clinical Services and the Federally Qualified Health Center (FQHC).

## OUR MISSION

To protect and promote the health, environment, and well-being of Southern Nevada residents and visitors.

## THE COMMUNITY

Meaning "the meadows," Las Vegas, Nevada is surrounded by mountains and desert, providing year-round spectacular scenery and a warm climate. The Southern Nevada area has many progressive communities with strong financial bases and one of the lowest tax environments in the United States. Entertainment and gaming are a large part of the history and economy of Clark County, the fifth largest county in the United States. Over 42.5 million tourists visit annually, bringing in more than \$40 billion in revenue to the state.

Southern Nevada is a diverse community, both culturally and ethnically. Congregations of more than 60 faiths and over 600 places of worship are found throughout the community. The Clark County School District (CCSD) has an enrollment of over 320,000 students and operates 336 schools that provide public education for kindergarten through grade 12 students in the Las Vegas Metropolitan Area and all of Clark County. The CCSD offers a wide range of programs to meet the broad spectrum of students' educational needs. Institutions of higher learning in the region include the University of Nevada-Las Vegas (UNLV), the University of Nevada Medical School, Touro University, Nevada State College, and the Desert Research Institute.

Southern Nevada residents enjoy a host of sporting and recreational activities including: skiing at Mount Charleston or Lee Canyon; hiking at Red Rock Canyon or Valley of Fire; jet skiing and sun bathing at Lake Mead; escaping to Floyd Lamb State Park to watch the ducks in the ponds, and enjoy scenic paths and picnic areas; Hoover Dam, the Grand Canyon, Mount Zion, Brian Head Resort, and Bryce Canyon, which are three or four hours away by car. The region also boasts a thriving culture of celebrating the arts. The Smith Center for the Performing Arts, located in Downtown Las Vegas, is a five-acre performing arts center consisting of three theaters and home to the Las Vegas Philharmonic and Nevada Ballet Theatre. In addition to featuring international music and dance companies, The Smith Center also has a stylish and intimate 240-seat cabaret jazz venue featuring singers from Las Vegas and Broadway's most popular shows.

Locals enjoy excellent golfing facilities and competitive sports. Creative parks and abundant pedestrian/bicycle trails contribute to a great quality of life and make residential living in the area comfortable and pleasant in a variety of affordably priced neighborhoods.



## Leadership

# DISTRICT HEALTH OFFICER

## THE IDEAL CANDIDATE

The ideal candidate will be an individual with a successful track record of executive leadership experience in a large complex environment. This seasoned professional will possess the following personal attributes and managerial qualities:

### Leadership and Planning

- Communicating the Health District's vision, mission, and strategic plan to Health District staff and the public
- Building positive and cooperative relationships with employees, the Board, and community partners
- Proven experience leading subordinates to develop strategic plans
- Continuing to build strategic partnerships and collaborative relationships
- Identifying opportunities for improvement and directing the implementation of changes
- Leading by example

### Management and Communication

- Managing multidisciplinary and diverse teams with multiple functions
- Maintaining and establishing effective relationships to direct and advance initiatives
- Administrative and business operations experience



*(The Ideal Candidate, continued)*

- Coordinating, delegating, supervising, training, assessing, and developing staff; handling personnel problems
- Setting the strategic direction for the Health District through collaborative business planning processes

### **Financial and Administrative**

- Understanding budgetary principles and maintaining sound fiscal accountability and budget management skills
- Maintaining a sound grant management and administration standards
- Directing preparation of the Health District's annual budget and administering budget expenditures
- Sponsoring development of public health and Federally Qualified Health Center services and policies as well as overseeing the monitoring of the clinical delivery system
- Formulating and implementing organizational and programmatic changes to establish quality standards and measures to continuously improve services

### **Issues and Challenges**

A few issues and challenges facing the new District Health Officer include:

- Developing a sustainable operational and financing model for the provision of essential public health services
- Reviewing and assessing the balance of directive and preventative services
- Continued monitoring and improvement of the Health District's service delivery
- Continued recruitment, development, and training of skilled staff reflecting the communities' diversity
- Providing programmatic and communitywide leadership to address growing community needs, including health disparities
- Reviewing and monitoring State and Federal funding related to current and anticipated Health District revenue

## **THE POSITION**

The District Health Officer receives general direction from the Board of Health. In addition to providing leadership to the executive team, the District Health Officer is responsible for providing public health, medical, and administrative leadership to the Southern Nevada Health District (Health District) and the Southern Nevada Community Health Center (CHC).

## **Management Duties and Responsibilities**

The District Health Officer is responsible for a public health department of over 600 employees located in multiple sites, with 5 major divisions and complex service delivery models. The District Health Officer has 10 direct reports and leads the Health District's executive management team.

### **Specific Accountabilities Include:**

- Legislative process and policy decision-making
- Epidemiology and the science of public health
- Labor relations, techniques, and principles
- Understanding the budgetary principles/practices of a complex public health department
- Planning, organizing, directing, coordinating, and administering public health programs for Clark County
- Maintaining accountability for overall administration, financial health, and management of the Health District
- Overseeing the development and implementation of public health policy consistent with the mission and overall goals of the Health District
- As appropriate, together with the Chief Medical Officer, providing medical consultation and clinical leadership
- Providing management and direct oversight over the Health District's Human Resources and Information Technology functions
- Providing planning and support for continuous and adequate funding for key programs from all available sources
- Overseeing Human Resources and Information Technology functions
- Coordinating Health District activities with state and federal programs, local medical societies, and other outside agencies and organizations
- Providing staff assistance to the Board of Health; directing the preparation of and providing reports to the Board of Health, State Board of Health, and other interested parties
- Providing staff assistance to the CHC's Executive Director and CHC Board
- Monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures in a Quality Assurance Program
- Serving as the Health District's primary media spokesperson on public health topics or, when appropriate, identifying other subject matter experts for a particular topic



### Specific Experience:

- A minimum of 5-10 years of progressively responsible experience in roles that demonstrate growth and/or advancement in complexity and level of responsibility
- Expertise in public health policy and development
- Experience with Federally Qualified Health Centers
- Experience within local, state, or federal public health departments, organizations, or agencies preferred



### Education and Training:

- Master's or Doctoral degree from an accredited college or university in public health, health care administration, public administration, business administration, medicine, or a related field
- If a physician, completion of accredited medical school and residency, and the ability to obtain an unrestricted license to practice medicine in the state of Nevada within six (6) months of accepting the position
- Training, experience, and demonstrated interest in Federally Qualified Health Centers and related programs will also be considered



### License or Certification:

- If a physician, a current license to practice medicine or osteopathy in the state of Nevada within a year of employment
- If a physician, certification in public health and/or preventive medicine by the appropriate specialty board is preferred
- Possession of, or ability to obtain, an appropriate, valid Nevada driver's license
- All required licenses must be maintained in an active status without suspension or revocation throughout employment

# COMPENSATION, BENEFITS, AND APPLICATION PROCESS

## Compensation

Salary will be commensurate with qualifications and experience.

## Benefits

Excellent benefits package, including medical, dental, disability, and life insurance, professional development, paid earned time off, and holidays.

## Retirement

- Enrollment in Public Employees' Retirement System of Nevada
- The Health District currently pays all retirement contributions, excluding Medicare
- Employees are vested in the System after five years
- The Health District does not participate in Social Security

## Health, Dental, Long-Term Disability, and Life Insurance

- Choice of competitive health benefit plans available
- The Health District pays defined rates toward health insurance that currently covers 100 percent of employee's premium and a significant portion of dependent care premiums
- Life insurance

## Additional Benefits

- 12 paid holidays per year, plus generous vacation and sick leave benefits
- Deferred Compensation Plan available
- Car allowance

## Application and Selection Procedure

To be considered for this exceptional career opportunity, please submit an online application at [www.SNHD.info](http://www.SNHD.info). Additional questions can be discussed directly with Human Resources at (702) 759-1120.



*For additional information, visit the Southern Nevada Health District website at [www.SNHD.info](http://www.SNHD.info).*