



HEALTH OFFICER



EXECUTIVE RECRUITMENT



Oakland County, MI (pop. 1,251,000) County Seat: Pontiac/Waterford. Oakland County is located in southeast Michigan, immediately north of Detroit. With a population of 1.2 million and covering over 900 square miles, Oakland County offers cosmopolitan urban centers, lakefront living, historic town centers, and natural country settings within close proximity to an array of employment opportunities. Providing the diversity of choice vital to attracting and retaining a skilled workforce and high quality of life: 38,000 businesses, 1,100 foreign-owned firms from 39 countries, call Oakland County home, the county blends the State's most robust economy with an unmatched quality of life. This diversity makes Oakland County unique and competitive. Oakland County's annual gross domestic product (GDP) is \$100 billion, which represents 23% of the state of Michigan's total GDP.

Oakland County Census Demographics at a Glance

1,259,201 Total Population

Land Area: 907 Square Miles

Persons under 18 years: 21%

Persons over 65 years: 17%

Bachelor's degree or higher: 46%

Diversity

White alone: 72%

Black or African-American: 14%

Asian: 8%

Hispanic or Latino: 4%



Housing, income & lifestyle

501,260 Households

Owner-occupied housing: 71%

Median home value: \$228,800

Median gross rent: \$1,043

Total employment establishments: 39,250

Total employment: 696,367

Median household income: \$76,387

Persons in poverty: 8.2%



Oakland County Government and the Health Officer

The County is governed by an elected County Executive, David Coulter, and a 21-member Board of Commissioners who are elected by district for a two-year term of office.

The Health Officer reports to the Director of Health and Human Services. The position is responsible for the Oakland County Health Department (OCHD), which is the second-largest public health jurisdiction in Michigan. The Health Officer leads a team of approximately 450 employees and a budget of over \$37M and oversees a wide array of programs.

The Oakland County Health Division (OCHD) provides health services for the public, businesses, and educational communities. These include over 40 programs and services that help prevent the spread of disease, ensure a safe and clean environment, promote and encourage healthy behaviors, prepare for emergencies, monitor disease threats, and ensure accessibility of health services. OCHD is structured into five main units:

- Administrative Services
- Health Promotion Services
- Environmental Health Services
- Medical Services
- Public Health Nursing Services

In addition, OCHD convenes 11 collaborations with a variety of partners and community members that tackle important issues such as prescription drug abuse, homeless healthcare, healthy mothers and babies, suicide prevention, and access to care, and healthy food access.

OCHD is the second largest public health jurisdiction in Michigan. In 2019, OCHD conducted 16,193 inspections at 4,508 licensed food service establishments, visited 2,485 residents with high-risk nutrition needs, gave 42,766 immunizations, investigated 21,614 cases of communicable disease, provided suicide prevention training to 1,075 individuals, and administered 90,148 STD tests.

Oakland County's Top 15 Largest Employers

Oakland County is home to a large health care and automotive organizations, strong entrepreneurial activity and innovative employers.

Company	Industry
Beaumont Health	Healthcare system
FCA US LLC	Automobile manufacturer
General Motors	Automobile manufacturer
Ascension Michigan	Healthcare system
U.S. Postal Service	Postal service
Henry Ford Health System	Healthcare system
Oakland County	Government
Trinity Health	Healthcare system
Magna International	Automotive supplier
Comerica Bank	Financial Institution
Flagstar Bancorp	Financial Institution
Lear Corporation	Automotive supplier
Rochester Community Schools	School district
McLaren Health Care Corp.	Healthcare system
Oakland University	Public university



Oakland County, Michigan - Health Officer

In their role, the Health Officer must be exceptionally skilled in the areas of delivery of public health services and the development of comprehensive public health initiatives. The successful candidate will have the opportunity to be a part of a leadership team committed to excellence, equity, transparency, collaboration, and inclusiveness as they lead Oakland County forward.

Challenges and Opportunities

Implement a Vision of Comprehensive - Whole Person - Health

Oakland County has recently launched Oakland360, a comprehensive program to address whole-person health through a strategic partnership with a local nonprofit Federally Qualified Health Center. The Health Officer will be instrumental in Oakland360's success and must be fully committed to the belief that the County must go beyond statutory mandates and be committed to addressing all social determinants of health when providing services to its citizens. When complete, Oakland360 health clinics will include general primary care, women's health services, and dental care. The program will also include mental and behavioral health services and a partnership with Oakland Livingston Human Service Agency to ensure residents have access to insurance coverage, Head Start early childhood education, prescription drug assistance, and emergency services such as energy, food, and housing assistance.



Part of a Dynamic Leadership Team

The Health Officer will serve as a key member of the County Executive and Department of Health and Human Services leadership teams. Working closely with the leadership teams, the Health Officer has an opportunity to facilitate comprehensive policy discussions that will influence the well-being of the County's 1.3 million residents. As the manager of a team over 450, the next Health Officer will have the opportunity to evaluate the internal strengths of their team and to effectively oversee and delegate, as appropriate, the important health work of the County. This individual will also be expected to articulate, implement, model, and reinforce policies that actualize the County Executive's desire for organizational and cultural changes designed to create a diverse workforce, reflective of the community it serves, and to assist in the development of policies and programs that encourage the equitable delivery of services, and application of rules, regulations, and policies.

Deepen the Inclusive Culture of the Health Division

The Health Division was the first Division in the County to appoint an Equity Council to deepen the Health Department's commitment to serving every resident of the County equitably. The new Health Officer will build on that initiative and help lead organizational and cultural change to ensure diversity in leadership and supervisory roles, and in front-line positions, to ensure that the division looks more like the customers it serves. They will institute policies and model the behaviors necessary to build a culture in which all members of the division exhibit an appreciation for the value of diversity and inclusion and strive for equity in the delivery of services, and the development of programs and services.



Leadership and Responsibilities

Reporting to the Director of Health and Human Services, the Health Officer will collaborate with internal and external partners on current and emerging public health issues, including coronavirus disease (COVID-19), ensuring that Oakland County is prepared, protected, and informed on important public health and environmental matters. The Health Officer must possess well-developed communication skills and provide leadership in advising officials and the medical community on public health concerns and opportunities to increase whole-person health.

- ◆ Provides for evaluation and implementation of improvements to existing Health Division programs and activities on a continuous basis. Plans and implements new programs to ensure public health needs are being met and assures effectiveness and cost-efficiency.
- ◆ Confers with state legislators, regional health planning agencies, representatives from the Department of Health Education & Welfare, and state health officials to express positions on various legislation, rules, and regulations affecting public health concerns and services.
- ◆ Ensures the coordination of Health Division programs and activities with a variety of other governmental, voluntary, and non-profit health agencies to ensure comprehensive and cooperative, services affecting health.
- ◆ Advises and consults with private physicians, hospitals, nursing homes, health agencies, and concerned citizens on a wide variety of public health issues.
- ◆ Ensures that the requirements of the Michigan Public Health Code regarding availability and accessibility are met and that the minimum elements of services declared to be basic and mandatory are achieved.
- ◆ Maintains current knowledge regarding public health, medical and administrative techniques, and procedures to ensure optimum delivery of services by the entire Health Division.
- ◆ Utilizes current county-wide and/or department-specific software to complete assignments.
- ◆ Possess a high level of personal and professional integrity, gaining respect and inspiring the trust and confidence of co-workers and elected officials, and other stakeholders.
- ◆ Foster a culture of trust, authenticity, and openness to create collaborative solutions.
- ◆ Lead employees with confidence and approachability. Provide constructive feedback, both one-on-one and in groups, to employees. Develop a culture of open communication and innovation.
- ◆ Possess experience in retaining and attracting professional staff and experience in evaluating staff to effectively meet the Corporation Counsel office's needs. Evaluates the organizational structure, facilities, and equipment of the Health Division to assure effectiveness and cost-efficient execution of public health services and programs.
- ◆ Have a genuine passion for public service, including a commitment to being an independent advisor.
- ◆ Performing additional duties as assigned by the County Executive and Deputy County Executives, and the Director of Health and Human Services.



Qualifications and Experience

The successful candidate must present an informed, confident, and trusting presence to both internal and external stakeholders. Specific skills in the areas of public health administration, management, and policy.

Required Minimum Qualifications:

- ◆ Bachelor's degree from an accredited college or university with a major in Public Health Administration, Public Administration, Business Administration, or a related field; AND
- ◆ Have had at least eight (8) years full-time experience in the administration of public health programs; OR
- ◆ a Master's degree from an accredited college or university with a major in Public Health Administration, Public Administration, Business Administration, or a related field; AND
- ◆ Have had at least five (5) years of full-time administrative experience in a public health agency.
- ◆ Pass the complete examination, including the pre-employment physical established for this classification.
- ◆ Successfully complete the six-month probationary period.



Additional Desirable Qualifications:

- ◆ Considerable knowledge of and experience in the administration of a comprehensive public health program.
- ◆ Considerable ability to establish and maintain effective working relationships with professional and non-professional medical personnel, other governmental and private health officials, and the general public.
- ◆ Considerable ability to evaluate existing programs and plan new programs to assure an effective and cost-efficient public health program.
- ◆ Considerable ability to apply the principles of personnel management to the selection, placement, and supervision of employees and the ability to develop successful in-service training programs.
- ◆ Considerable ability to analyze and interpret state and federal regulations affecting local health departments.
- ◆ Considerable ability to coordinate Health Division Programs with a variety of governmental, voluntary, and non-profit health agencies.
- ◆ Considerable ability to exercise mature judgment and initiative in analyzing problems and recommending solutions.
- ◆ Familiar with current word processing, spreadsheet, database, e-mail, and Internet software.

Special Requirements:

Must submit to immunizations as required by the Department of Health & Human Services and to periodic tuberculin skin tests or chest x-rays at County expense.





COMPENSATION AND HOW TO APPLY

Salary range is \$136,300 to \$182,626 DOQE.

Apply online at www.GovHRjobs.com with resume, cover letter, contact information and three (3) professional references. Oakland County is an Equal Opportunity Employer and values diversity, equity and inclusion and seeks candidates who represent a variety of backgrounds and perspectives. Questions regarding the position may be directed to the attention of Jaymes Vettrano, Vice President, GovHR USA, jvettrano@govhrusa.com, Tel: 847-380-3240

Candidates will be reviewed upon receipt of application, with preliminary reviews to be completed by April 22, 2021.

***Credit for contributing to the narrative, data and photographs: Oakland County and census.gov.*

OAKLAND COUNTY, MI