

THE NORTHERN KENTUCKY HEALTH DEPARTMENT

FLORENCE, KENTUCKY



INVITES YOUR INTEREST IN THE POSITION OF
DISTRICT DIRECTOR OF HEALTH



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NORTHERN KENTUCKY HEALTH DEPARTMENT
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"We prevent disease, promote wellness, and protect against health threats..."



THE NORTHERN KENTUCKY HEALTH DEPARTMENT — AN OUTSTANDING OPPORTUNITY

Mission Statement

"The Northern Kentucky Health Department is the public agency charged with performing mandated public health services and addressing priority community health needs..."

Vision

The Northern Kentucky Health Department will be a valued leader and community partner, with the resources needed to effectively address public health challenges so Northern Kentucky is the healthiest region in the nation..."

ABOUT THE NORTHERN KENTUCKY HEALTH DEPARTMENT

The Northern Kentucky Independent District Health Department provides public health services to a growing regional population in excess of 480,000 citizens. Created in 1972, the Health District serves residents and visitors of the Northern Kentucky Counties of Boone, Campbell, Grant and Kenton through the work of 140 staff and volunteers with an annual operating budget of \$23 million. Much of the Health District borders the Ohio riverfront area and is part of the Greater Cincinnati Metropolitan area.

The Northern Kentucky Health Department's service area varies from affluent commercial and industrial urban settings to historic small towns nestled in the rural Kentucky countryside. The Health District is fiscally sound and receives its funding through local tax revenue, fees, approved health care initiatives and grants. The Northern Kentucky Health Department has been accredited by the Public Health Accreditation Board since 2013 and the Health District earned approved reaccreditation in 2019.

The primary administrative offices of the Northern Kentucky Health Department are located in Florence, Kentucky in close proximity to the greater Cincinnati area and Cincinnati-Northern Kentucky International Airport. The Health District's population receives access to clinical care, maternal and child health services, intervention programs and other public health services through access to Health Centers located in each of the District's four counties. Health Education and limited Case Management services are also offered from the Department's administrative offices in Florence, Kentucky.

Ten Essential Public Health Services of the Northern Kentucky Health Department are:

- Assess and monitor population health status, in addition to factors that influence health and community needs and assets
- Investigate, diagnose and address health problems and hazards affecting the population
- Communicate effectively to inform and educate people about health, factors that influence it and how to improve it
- Strengthen, support and mobilize communities and partnerships to improve health
- Create, champion and implement policies, plans and laws that impact health
- Utilize legal and regulatory actions designed to improve and protect the public's health
- Assure an effective system that enables equitable access to the individual services and care needed to be healthy
- Build and support a diverse and skilled public health workforce
- Improve and innovate public health functions through ongoing evaluation, research and continuous quality improvement
- Build and maintain a strong organizational infrastructure for public health

Additional Priorities of the Health District include:

- The Public Health Foundation Exemplar program is participant-designed to assure quality in the provision of public health services
- Addressing the social determinants of public health and closing the health care gaps that exist in the District's communities

OFFICE OF THE DISTRICT DIRECTOR OF HEALTH

In addition to general oversight of Health District resources, the Office of the District Director of Health provides oversight of the District's public information, human resources and strategic planning staff functions;

Public Information coordinates all internal and external public health related communications

Human Resources administers all Health District personnel matters

Community and Strategic Planning works to help measure where progress has been made in meeting short and long-term goals of the Health District and helping to achieve its vision for healthy communities

The Office of the District Director of Health has Four Operating Divisions:

- **Administration and Accounting** is responsible for accounting, financial reporting, accounts payable, purchasing, budgeting, grants management, payroll, information systems and maintenance of the Health District's health centers and one administrative office
- **Clinical Services** provides preventative community health services to residents within the District's four-county region in addition to other community-based activities
- **Population Health** maintains and improves the health of the entire population and reduces inequalities in health between population groups by providing limited case management, community health promotion, epidemiology, harm reduction and oral health services.
- **Environmental Health and Safety** protects public health through inspection (food, institutions, solid waste and vector control), investigation of complaints, enforcement actions and emergency planning and response

THE DISTRICT DIRECTOR OF HEALTH POSITION

The District Director of Health serves as the highly visible "face" of public health in Northern Kentucky but also serves in the important role as Chief Administrative Officer. The Director leads a combined workforce of 140 professionals, part time staff and volunteers. Managerial responsibilities of the office includes: oversight of activities and functions of the Health District's operating divisions, ongoing development and refinement of District programs and policies, advising the District Board of Health members on the status of community health issues such as environment, disease prevention control, family and occupational health issues, emergency preparedness, and promoting the value and importance of public health through proactive community involvement and legislative advocacy.

Administrative responsibilities of the District Director of Health include:

- Monitoring Health Centers to assure quality of service delivery methods and procedures
- Assessing and monitoring administrative and support systems and internal reporting relationships
- Coordinating activities with community groups and health providers under non-emergency and emergency conditions
- Assisting in response to sensitive inquiries and/or concerns from internal and external sources

Possession of a technical background in public health is highly valued, but the District Board of Directors are placing a premium on leadership ability, administrative experience and highly developed communication skills in the successful candidate. The District Director of Health will be required to effectively interact with the Board of Health members, division managers, professional staff and the Health District's constituencies in order to address the public health needs of the District.

MINIMUM QUALIFICATIONS

The successful candidate will possess a graduate degree in Public Health or a related field and a minimum of five (5) years of increasingly responsible professional experience in a management capacity with a public health department/system. A physician qualified by training in public health, preventative medicine, public administration and licensed or eligible to practice medicine in the Commonwealth of Kentucky is desirable but not required to receive serious consideration for the position

THE "IDEAL" DISTRICT DIRECTOR OF HEALTH

The District Director of Health will have the opportunity to join a mission-driven, dynamic and respected public health department that provides highly valued public health services and programs to the population of the Northern Kentucky region. The "ideal" District Director of Health will have a passion for the public health profession and bring a career path that reflects progressive growth and achievement in management of a respected public health department and system. Well-developed communication skills and interpersonal proficiency will be essential in this position, as will consistent adherence to the highest professional standards in public health.

Ideally, the new District Director of Health would also be someone who:

- Manages and leads effectively; is an active listener and mentor and establishes clear goals and objectives
- Possesses a collaborative, inclusionary management style with a commitment to candor, open processes and public input
- Welcomes stakeholder engagement and will recognize the value of establishing strategic relationships with agencies and institutions within the region
- Has a track record as a proficient manager and analyst and is able to identify organizational areas for improvement.
- Builds rapport, trust and confidence with stakeholders and the community.
- Is politically astute but not political and will always protect the interests of public health above politics
- Will be decisive whenever necessary
- Is a self-confident public health leader with a frequent presence in the community
- Will be an effective advocate for the health of the public and the Northern Kentucky Health Department in all settings



REASONS THE POSITION IS ATTRACTIVE

- The Northern Kentucky Health Department has a national reputation for excellence for providing innovative public health practices through the steadfast commitment of the District Board of Health and the support and loyalty of a well-trained professional workforce that retains great pride in the work of the Health Department
- The Health District is fiscally sound and although the District Director of Health works under the supervision and direction of an engaged District Board of Health, trust and leeway is granted to the District Director for the exercise of independent judgement and initiative.
- The new District Director of Health will play a critical leadership role in developing, implementing and establishing a vision for the future of delivery of public health services in the Northern Kentucky region
- With a growing population and changing health needs, the Health District will offer the new District Director opportunities to partner with schools, academic institutions, community partners and other health care providers. The Health District already maintains robust, collaborative relationships with these partners
- The Northern Kentucky region offers an exceptionally high quality of life for its residents and visitors in which to live, work and play. Northern Kentucky offers close proximity to a major Metropolitan area, world class international airport, reasonable housing costs, excellent schools, medical care, and plentiful cultural and recreational amenities
- The compensation range and benefits offered by the Northern Kentucky Health Department in the position are excellent

COMPENSATION AND BENEFITS

- The District Board of Health is considering a *starting* salary range for the District Director of Health in the area of **\$140,000 - \$200,000**. The starting salary may be determined anywhere within the range depending upon the experience and qualifications of the successful candidate and the district will negotiate an employment contract with the selected candidate.

RETIREMENT

- Participation in the Kentucky Employees Retirement System is mandatory for full-time employees with vestment after five years of service

DEFERRED COMPENSATION

- Participation in addition to retirement, is paid through pre-tax dollars and available through payroll deduction

INSURANCES

- Employer-paid health insurance coverage up to a set amount (lowest-cost plan is 100% employer-paid). Flexible Spending Accounts available to pay employee portion of premium with pre-tax dollars
- Employer-paid life, AD&D insurance (\$20,000) with optional additional and dependent coverage available at group rates through payroll deduction
- Employer-paid single dental and vision coverage. Dependent coverage available at additional cost

TUITION AND TRAINING: Employer-paid tuition and training costs directly related to employment

ADDITIONAL BENEFITS:

Annual leave accumulates per pay period based upon experience (initial annual leave negotiable). Relocation reimbursement negotiable. Participation in the St. Elizabeth Employee Assistance Program for employee and immediate family members. Direct payroll deposit in up to two savings/checking accounts. Membership in two Credit Unions providing low rates on loans, high rates on savings, no service fee checking and many other additional benefits: Please see: **www.ccuky.org** and **www.kecy.org** for additional information



Boone County Health Center



Grant County Health Center



Campbell County Health Center



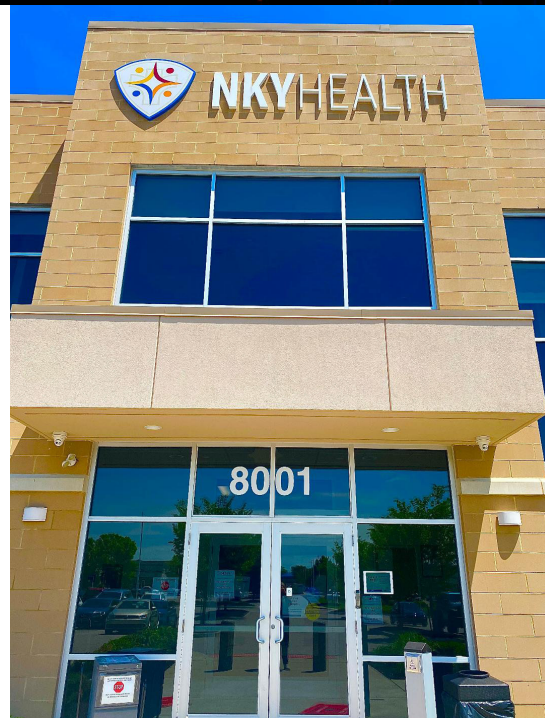
Kenton County Health Center

THE NORTHERN KENTUCKY REGION

The Northern Kentucky region, sometimes described as the “Southern Side of Cincinnati”, shares a border with the Ohio riverfront area and offers residents and visitors the conveniences, leisure activities and a quality of life that has spurred dynamic economic growth and tourism. Northern Kentucky’s proximity to the greater Cincinnati area affords all of the amenities of a major metropolitan area; cultural institutions, major league sports teams, exceptional dining, nightlife and shopping destinations, and nationally acclaimed educational and healthcare institutions. The Cincinnati/Northern Kentucky International Airport provides nonstop international flights to Europe, Canada, Mexico and the Dominican Republic. Northern Kentucky is also home to some of the finest universities and colleges, such as Northern Kentucky University, in addition to a primary and secondary school system comprised of 92 public schools and 44 private and/or parochial schools. School Districts include a diverse mix of urban, suburban and rural school options. Currently, the median price of a home in Northern Kentucky is approximately \$201,000.



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TO APPLY

To apply, please submit a persuasive cover letter explaining why you believe you are a good potential candidate for this position, a resume, and at least six (6) professional references electronically no later than **June 13, 2022** to:

Clark Wurzberger, Mercer Group Associates

Email: c.wurzberger@att.net

Tel. (530) 637-4559 (Pacific Time);

Fax (530) 269-8140

website: <https://mercergroupassociates.com>



MERCER GROUP ASSOCIATES

First review of applicant submissions begins **June 13, 2022** and there may not be an opportunity to consider submissions after that date. Following a process and timetable approved by the District Board of Directors, submissions will be screened and interviews of the most qualified candidates will occur as soon as possible. Electronic submissions are required and an email acknowledgement will be provided. Applicants will be screened in relation to the criteria outlined in this brochure and those with the most relevant qualifications will receive a preliminary interview with the consultant. Work history references will not be contacted until mutual interest with the District Board of Directors has been established.

The Northern Kentucky Health Department is an Equal Opportunity Employer and values diversity across its workforce.



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