

Yuba County

The Essence of California Living



Invites Your Applications For:

DIRECTOR OF NURSES

**Filing Deadline:
Extended - Open Until Filled**

Marysville, California



The County of Yuba Is Seeking A Director of Nurses

ABOUT YUBA COUNTY

Yuba County is situated in the Northern Sacramento Valley, approximately 40 miles north of the State Capitol in Sacramento. Its boundaries stretch from the farms and orchards of the valley to the timberlands of the Sierras. The County is home to a growing population of 70,000 people who live in the incorporated cities of Marysville (the county seat) and Wheatland, and the communities of Linda, Olivehurst, Plumas Lake, Loma Rica, Smartsville, Brownsville, Dobbins, Challenge, Browns Valley, Oregon House, Rackerby, Strawberry Valley, Beale Air Force Base, and Camptonville.

The County offers its residents the many advantages of a rural lifestyle away from the pressures of urban areas. While the area remains largely agricultural, there is also rapid growth occurring throughout the County. New residents are drawn to the quality of life of the area, which includes a widely diverse cultural community and the convenient proximity of San Francisco and Lake Tahoe (just two hours away). Yuba County is known as the gateway to the historic Mother Lode Country.

Yuba County has excellent schools and Yuba Community College offers opportunities for higher education and personal enrichment. The California State Universities at Chico and Sacramento and the University of California at Davis are less than an hour away.

Born in the gold rush era around 1850, Marysville abounds with historical significance and is one of the original 27 counties established by the California State Legislature. Beale Air Force Base, home to the Global Hawk and U-2, lies just east of Marysville.

COUNTY GOVERNMENT

The County of Yuba has 880 employees and a total FY 11-12 budget of \$141.9 million. It has a proud tradition of being a stable local government bolstered by five members of the Board of Supervisors who are elected for four year terms on an alternating basis. The following officials are directly elected:

In addition to the Board of Supervisors, the following officials are directly elected:

- Assessor • Auditor-Controller • County Clerk/Recorder
- District Attorney • Sheriff/Coroner • Treasurer-Tax Collector

Appointed department heads who report to the County Administrator include:

- Director of Administrative Services • Director of Community Development
- Director of Child Support Services • Director of Health and Human Services
- Director of Human Resources • Public Guardian
- Public Works Director

Appointed department heads who report directly to the Board of Supervisors include:

- County Counsel • Library Director
- Agricultural Commissioner/Director of Weights & Measures

Judicially appointed department heads who work closely with the Board of Supervisor include:

- Chief Probation Officer • Court Executive Officer

Mission Statement

Yuba County shall promote quality and diverse employment and shall pursue financial health and well being of our local economy for all residents by leveraging and strengthening economic development partnerships, opportunities, and resources.

HEALTH AND HUMAN SERVICES DEPARTMENT—PUBLIC HEALTH

The Public Health Division of the Health and Human Services Department aspires to ensure a strong and healthy community by means of:

- Assessing community challenges in order to provide an increase in access to services and strengthen the health capacity.
- Promoting healthy lifestyle choices, enhancing the quality of life and well being of individuals, families, and the community through education, prevention and intervention services.
- Providing professional customer services, promoting community policy, protecting the environment and coordinating with community services for the betterment of all Yuba County residents.

Principal issues and priorities that will need to be addressed by the successful candidate:

Provide High Quality Public Health Services

The specific areas of emphasis include administration of grant programs, assessment of community health care needs, intervention and prevention of communicable diseases, educational programs to promote healthy lifestyles and educational programs to promote dental hygiene and fluoride use.

The ideal candidate will have experience administering the Maternal, Child and Adolescent Health program, California Children's Services, Child Health and Disability Prevention program, Tuberculosis program, Tobacco program, Bioterrorism Grant, Pandemic Flu Grant, Targeted Case Management and Medical Administrative Activities.

IDEAL CANDIDATE IS

A highly competent supervisor and public health nurse with:

- Highest ethical standards—a person of exceptional character who routinely earns the confidence and trust of others and treats everyone equally.
- Excellent interpersonal skills and the ability to work effectively within a large organization as a loyal team player and support Yuba County's strategic priorities.
- Personal resilience who enjoys a high volume and fast paced work environment.
- Knowledge of principles and practices of public health nursing care in a diverse, rural community.
- Knowledge of administrative principles and practices, including strategic planning, goal setting, program development, implementation and evaluation, and the management of employees directly and through subordinate levels of supervision.
- Skill in developing and implementing creative techniques for an effective quality assurance program for public health nursing services.
- Ability to be an innovative and independent thinker with creative problem-solving approaches to respond to programmatic and budgetary challenges.
- Ability to be flexible, pragmatic, candid, and able to develop a professional prominence that promotes the importance of public health services and programs within the community.

THE POSITION

The Director of Nurses oversees all activities related to public health nursing. As a member of the Health and Human Services Department management team, the successful candidate provides not only for nursing assessment, referral, education and counseling, but also community outreach and education. As a nursing professional the successful candidate will promote initiatives to improve the health and well-being of the community and prevent chronic and communicable diseases in addition to preparing for bioterrorism threats and pandemic flu outbreaks. The successful candidate will:

- Manage and update the strategical plan development process; evaluate programs to establish benchmarks and develop statistical assessment tools to measure program outcomes.
- Develop and implement short- and long-term goals, objectives, policies, procedures and work standards for the Health Division.
- Serve as a member of the administrative team and participate in planning, decision making and policy formulation; representing a public health perspective on a variety of community-based medical committees.
- Plan, organize, administer, review and evaluate the work of staff; develop the nursing schedule; oversee or provide for the selection, training, professional development and discipline of staff.
- Oversee all grant programs; ensure compliance with funding agency requirements and make sure appropriate financial and client records are maintained and reports are submitted in a timely manner.

EXPERIENCE AND EDUCATION REQUIREMENTS

Minimum: Baccalaureate degree in nursing (BSN) from an accredited school of nursing and five years experience as a Public Health Nurse, which has included three years at a supervisory or management level in a public health nurse setting or at a level equivalent to the County's class of Supervising Public Health Nurse. Must possess a current license as a Registered Nurse and certification as a Public Health Nurse in the State of California.

Preferred: In addition to the minimum, a Master's degree in Nursing, Public Health or Administration, with 10 years of experience as a Public Health Nurse supervisor or manager in a public health or community health setting.

COMPENSATION AND BENEFITS

Salary —The starting salary for the position is **\$83,316 - \$91,908** annually. Actual salary will be dependent on the qualifications of the successful candidate. Some relocation expenses may be reimbursable.

The County has a 30 year Longevity/Merit Index Salary plan for all regular employees. This compensation system provides for an approximate 5% merit increase for the first 5 years. After the completion of 5 years of service, one will receive an additional 1.5% increase annually up to the completion of 30 years. If offered the position at an Advanced Index Rate, annual Index Rate increases will continue until their Index Rate equals step 5. Once at step 5, an employee will not receive any Index Rate increases until the employee has completed six years of County service.

Benefits: The County offers an attractive benefit program which includes the following:

Retirement: Offers 2% at 55 CalPERS Miscellaneous Formula. County does not participate in Social Security.

Health Benefits: CalPERS medical plans available. Dental and vision plans also available. County pays 90% of employee only coverage and 70% of employee + one or more.

Deferred Comp (457): Voluntary plans available through CalPERS or Nationwide.

Life Insurance: County provides management employees with \$100,000. Additional coverage may be purchased by employee.

Management Leave: 56 Hours per Fiscal Year

Vacation Leave: 12 Days Annually for New Employees

Sick Leave: 12 Days Annually

Holidays: 11 paid holidays per year plus 2 floating holidays.

Disability: Short/Long Term Plans

Emp. Assistance Prog: County paid for employees and dependents.

Workweek: Monday-Friday Workweek and Holidays Off—Weekend or holiday work on emergency basis

APPLICATION AND SELECTION PROCEDURE

Submit an official Yuba County employment application, copies of valid certificates and college transcripts, diploma or grade reports to the Personnel Department. Official County applications and materials are available online at www.co.yuba.ca.us or at the Human Resources and Organizational Services Department. Applications must be completed legibly, all questions must be answered, and the required documentation must be provided. All applicants will be given written notice regarding the status of their application. Please refer to the Employment Application Instructions, which accompanies the County application, for additional details. Failure to provide the required documentation may result in rejection of your application.

MINIMUM QUALIFICATIONS—All applicants must clearly demonstrate they meet the education and experience requirements set forth above by the final filing deadline to be considered in the selection process.

EDUCATION AND EXPERIENCE—Education and experience as detailed on the employment application will be thoroughly reviewed. Please include all experience, education, and training pertinent to the knowledge, skills and abilities required for the position. This is an essential part of the process and will be used to determine further eligibility to participate in the next phase of the selection procedures.

QUALIFICATIONS APPRAISAL PANEL—Applicants may be invited to participate in a qualifications appraisal panel if the pool of qualified candidates results in more than ten (10). The process consists of three to five panel members including subject matter experts who will ask individuals questions related to the essential functions and/or attributes required for the position.

APPOINTING AUTHORITY INTERVIEWS — All qualified candidates will be invited to participate in an interview with the Appointing Authority — the Director of Health and Human Services.

BACKGROUND INVESTIGATION — Must successfully complete an extensive and thorough background investigation which includes Live Scan fingerprinting.

Submit Applications To:

Yuba County Human Resources
915 Eighth Street, Suite 113 Marysville, CA 95901
Phone: (530) 749-7860 Fax: (530) 749-7864
www.co.yuba.ca.us; EOE