

NOTICE OF AN OPEN POSITION

**CLARK COUNTY COMBINED HEALTH DISTRICT
529 E. HOME ROAD
SPRINGFIELD, OH 45503**

Position Title: Assistant Health Commissioner
Department: Administration
Immediate Supervisor: Health Commissioner
Beginning Salary: \$43.27 per hour - 3.5% increase upon successful completion of probation
Date Issued: September 3, 2021
Filing Deadline: Open Until Filled

Full time position. Requires a Master's degree in public health or other equivalent Master's degree from an accredited college or university and a minimum of three (3) years of progressive management experience in public health or similar field. Other combinations of similar experience and education will be considered. Preference will be given to individuals with education, training or experience in public health. Ability to communicate effectively in written and oral form. Valid driver's license required.

For further information and a job description, please visit www.ccchd.com.

Applications may be obtained at www.ccchd.com. Resumes and/or applications may be submitted to Shannon Hackathorne, 529 E. Home Road, Springfield, Ohio 45503 or by email to shackathorne@ccchd.com.

This is a tobacco-free position.

The Clark County Combined Health District is an Equal Opportunity Employer.



529 East Home Road
Springfield, OH 45503

Clark County Combined Health District (CCCHD)

Position Description An Equal Opportunity Employer

Position Title: Assistant Health Commissioner

Division: Administration

Pay Grade: 40
Non-Exempt: Exempt:
Classified: Unclassified:

Immediate Supervisor: Health Commissioner

Positions Supervised: Health Planning Supervisor, Additional supervisors and program managers

QUALIFICATIONS

Position requires a Master's degree in public health or other equivalent Master's degree from an accredited college or university and a minimum of three (3) years of progressive management experience in public health or related field.

- Other combinations of experience and education will be considered.
- Preference will be given to individuals with education, training or experience in public health.

Ability to communicate effectively in written and oral form.

Valid driver's license with ongoing proof of state mandated auto insurance.

LICENSURE OR CERTIFICATION REQUIREMENTS

Maintain current and appropriate licensure or certification as indicated by specific program requirements.

EQUIPMENT OPERATED (The following are examples only and are not intended to be all inclusive.)

Standard office equipment and software.

INHERENTLY HAZARDOUS OR PHYSICALLY DEMANDING WORKING CONDITIONS

Is exposed to possible injury due to unclean or unsanitary conditions; is exposed to possible injury from hazardous waste; has contact with potentially violent or emotionally distraught persons; may be required to transport and lift awkward size boxes and containers; occasionally lifts objects 10 pounds or less; occasionally carries objects to 10 pounds or less.

Note: In accordance with the U.S. Department of Labor (DOL) physical demands strength ratings, this is considered sedentary work.

In cases of emergency, unpredictable client situations, and/or district needs, may be required to lift, push, pull and/or carry objects heavier than DOL strength ratings recommend.



Clark County Combined Health District (CCCHD)

Job Description Title: Assistant Health Commissioner

ESSENTIAL FUNCTIONS OF THE POSITION

<p>75%</p>	<p>Plans, develops, and evaluates all aspects of agency operations in order to ensure enforcement of all laws and regulations under the jurisdiction of the Board of Health and promote public health within the community; monitors disease trends, sanitation concerns, and community health indicators; reviews operations, advises, and suggests new and revised public health regulations, policies, and programs for Board approval; ensures program effectiveness and the efficient delivery of public health services. Responsible for guiding overall strategic planning of agency, meeting agency performance measures and providing overall leadership of the agency. Serves as the Accreditation Coordinator for the agency; active executive team member for accreditation, responsible for overall accreditation activities, takes the lead in domains related to workforce, public health laws, and investigation; responsible for access to PHAB website and document submission.</p> <p>Manages directly or indirectly public health staff (e.g., assigns tasks, coordinates services, ensures proper staffing); fills in for Health Commissioner in his absence; oversees all aspects of emergency preparedness; oversees grant applications, submissions, budgets, reports and deliverables.</p> <p>Supervises emergency preparedness and community planning and initiatives personnel; trains employees; evaluates performance and recommends promotions and/or disciplinary actions; makes recommendations regarding staffing needs; approves leaves of absence; provides direction as needed; interviews applicants for vacancies and recommends selection for employment to the Health Commissioner; ensures new employees receive orientation, in-service, and development training; resolves employee complaints; regularly informs Health Commissioner on matters related to public health personnel matters and public health service needs.</p> <p>Attends meetings, conferences, and seminars as necessary to facilitate the effective operations of the agency (e.g., monthly Board of Health meetings; annual District Advisory Council meetings; in-service training sessions, etc.); provides information to staff, the Board, and the public concerning public health issues; receives and responds to public health inquiries or concerns from the public and/or officials; serves as secondary public relations spokesperson for health district; prepares and delivers speeches on behalf of agency; prepares and delivers various reports concerning department operations as necessary.</p> <p>Assists in preparation of statistical reports; participates in long-range planning for the Health Department; assists in and oversees the preparation of the budget and statistical reports; reviews funding requests with administrative staff; determines program costs and materials needs; ensures that programs are designed and budgeted to be delivered in an effective, efficient manner; adjusts budget requests as needed. Actively seeks out new funding opportunities and writes grants that align with agency mission.</p> <p>Participates in agency disaster preparedness activities; may be required to report for work outside normal working hours during an emergency; available 24/7 for consultation related to bioterrorism/public health emergencies.</p>
<p>25%</p>	<p>Performs other duties as assigned or required, attends staff meetings, and participates in agency development.</p> <p>Demonstrates regular and predictable attendance.</p> <p>Participates in activities to ensure and maintain accreditation status. Actively participates in Continuous Quality Improvement within the agency through individual work plans and/or participation in Quality Improvement Projects.</p> <p>This position is considered essential for public health emergency response and disaster recovery.</p>



Clark County Combined Health District (CCCHD)

Job Description Title: Assistant Health Commissioner

OTHER DUTIES AND RESPONSIBILITIES

- Participates in Health District disaster preparedness activities; may be required to report for work outside normal working hours during an emergency.
- Projects a positive and professional image to clients, the public and CCCHD staff; maintains confidentiality requirements in accordance with CCCHD personnel and HIPAA policies.
- Follows all Clark County Combined Health District safety policies and procedures.
- Performs other duties as assigned or required, attends staff meetings; and participates in department development.
- Demonstrates regular and predictable attendance.
- Commit to ongoing demonstration of advancement within the competencies identified in Attachment A.

MINIMUM ACCEPTABLE CHARACTERISTICS (* Indicates developed after employment.)

*Safety practices and procedures. *Agency policies and procedures. *Agency goals and objectives. English grammar and spelling. Records management.

SKILL IN

Use of modern office equipment and software, including Microsoft Word, Excel, Power Point, Outlook and Publisher.

Motor vehicle operation. Problem solving skills.

ABILITY TO

Carry out instructions in written, oral or picture form. Deal with problems involving few variables within familiar context. Recognize unusual or threatening conditions and take appropriate action. Read, copy, and record figures accurately. Add, subtract, multiply, and divide whole numbers. Copy records precisely without error. Complete routine forms. Maintain records according to established procedures. Prepare routine correspondence. Understand a variety of written and/or verbal communications. Communicate effectively. Develop and maintain effective working relationships. Answer routine telephone inquiries.

A copy of this form is to be placed in the employee's personnel file.

POSITIONS DIRECTLY SUPERVISED: Health Planning Supervisor, Supervisor of Surveillance and Epidemiology

Charles A. Patterson, Health Commissioner

Date

Signature of Employee

Date



Job Description – Attachment A

Competency Expectations for Clark County Combined Health District Employees

This attachment describes Competency Expectations for Position:

CCCHD uses the Council on Linkages Core Competencies for Public Health Professionals (Core Competencies), as these are considered the national standard guiding the development of the current and future workforce.

The Core Competencies are a consensus set of skills for the broad practice of public health, as defined by the 10 Essential Public Health Services. Developed by the Council on Linkages between Academia and Public Health Practice, the Core Competencies reflect foundational skills desirable for professionals engaging in the practice, education and research of public health. Core Competencies tools can be referenced at the Public Health Foundation (PHF):

http://www.phf.org/resourcestools/pages/core_public_health_competencies.aspx

(Note: when password requested, click "cancel", wait, and site will load)

The Core Competencies are organized into eight (8) domains reflecting skill areas within public health, and three tiers representing career stages for public health professionals.

Domains:

1. Analytical/Assessment Skills
2. Policy Development/Program Planning Skills
3. Communication Skills
4. Cultural Competency Skills
5. Community Dimensions of Practice Skills
6. Public Health Sciences
7. Financial Planning and Management Skills
8. Leadership and Systems Thinking Skills

Tiers:

 Tier 1 – Front Line Staff / Entry Level: Tier 1 competencies apply to public health professionals who carry out the day-to-day tasks of public health organizations and are not in management positions. Responsibilities may include data collection and analysis, fieldwork, program planning, outreach, communications, customer service, and program support.

- *At CCCHD, staff assessed as Tier 1 includes all employees not specified as Tier 2 or 3 as noted below.*

 Tier 2 – Program Management/Supervisory Level: Tier 2 competencies apply to public health professionals in program management or supervisory roles. Responsibilities may include developing, implementing and evaluating programs, supervising staff; establishing and maintaining community partnerships; managing timelines and work plans; making policy recommendations; and providing technical expertise.

- *At CCCHD, staff assessed as Tier 2 includes members of the Administrative Team who are not Core Management Team members, Health Educators, Epidemiologist, Nurse 3, Sanitarian 3*

 X Tier 3 – Senior Management/Executive Level: Tier 3 competencies apply to public health professionals at a senior management level and leaders of public health organizations. Responsibilities include oversight of major programs or operations of the organization, setting a strategy and vision for the organization, creating a culture of quality within the organization, and working with the community to improve health.

- *At CCCHD, staff assessed as Tier 3 includes Core Management Team (Health Commissioner, Administrative Assistant to the Health Commissioner, four (4) Division Directors, and Accreditation/Emergency Response Coordinator.)*

Other competencies to be considered of Public Health workers include other organization-wide competencies, discipline-specific competencies, and program-specific competencies.



Job Description – Attachment A

Organization-wide Competencies other than the Core Competencies include:

X **Public Health Preparedness Capabilities, Centers for Disease Control and Prevention:** The capabilities represent a national public health standard for state and local preparedness that better prepares state and local health departments for responding to public health emergencies and incidents and supports the accomplishment of the 10 Essential Public Health Services.

http://www.cdc.gov/phpr/capabilities/DSLRCapabilities_July.pdf

X **The National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (the National CLAS Standards)** are intended to advance health equity, improve quality, and help eliminate health care disparities by providing a blueprint for individuals and health care organizations to implement culturally and linguistically appropriate services.

<https://www.thinkculturalhealth.hhs.gov/clas/standards>

Discipline-Specific Competencies include the following:

___ Public Health Nursing, Quad Council Competencies for Public Health Nurses:

http://www.phf.org/resourcestools/Pages/Public_Health_Nursing_Compencies.aspx

(Note: when password requested, click "cancel", wait, and site will load)

___ Health Education, National Commission for Health Education Credentialing, Inc.:

http://www.nchec.org/assets/2251/hespa_competencies.pdf

___ Environmental Health, Environmental Health Competency Project Recommendations:

<http://www.cdc.gov/nceh/ehs/Corecomp/CoreCompetencies.htm#Part2>

___ Epidemiologists, Competencies for Applied Epidemiologists in Governmental Public Health Agencies (AECs):

<http://www.cdc.gov/appliedepicompetencies/index.html>

___ Registered Dietitian (RD) or Registered Dietitian Nutritionist (RDN), and the Dietetic Technician, Registered (DTR) or Nutrition and Dietetics Technician, Registered (NDTR), Essential Practice Competencies for CDR Credentialed Nutrition and Dietetics Practitioners <https://www.cdrnet.org/competencies>

___ International Board Certified Lactation Consultation (IBCLC)

<http://iblce.org/wp-content/uploads/2013/08/clinical-competencies.pdf>

___ Certified Lactation Counselor

<https://www.alpp.org/index.php/scope-of-practice/scope-practice-clc>

___ Maternal and Child Health

<https://www.nwcp.org/training/opportunities/maternal-child-health-leadership-training/competencies>

___ Informatics, Competencies for Public Health Informaticians:

<http://www.cdc.gov/informaticscompetencies/pdfs/phi-competencies.pdf> (page 16 of 20)

___ Administrative Support Professionals Competency Framework:

http://www.exec.gov.nl.ca/exec/hrs/learning_and_development/pdf/AdministrativeCompetencyFramework.pdf (pages 7-10)

___ Other:

Program-Specific Competencies are determined by CCCHD program management and are under constant revision, which will be clarified during orientation and probation period of the new employee.