

## Compensation and Benefits

The anticipated hiring range, upon appointment, for this position will be \$155,000 to \$170,000, depending on qualifications. Annual salary reviews are performance-based and goal oriented. The County offers an excellent and competitive employee benefits program including:

- ◆ Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- ◆ Medical, dental, and vision insurance plans
- ◆ Disability Insurance, Life Insurance, and AD&D Insurance
- ◆ Defined benefit retirement program. Reciprocity with other governmental retirement systems may be granted; for further information, please visit San Diego County Employees Retirement Association website
- ◆ Deferred Compensation Program (457) and 401(a) plans
- ◆ May be eligible for relocation allowance
- ◆ Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options



## The Process

To pursue this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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The final filing date for this recruitment is December 22, 2017.

If you have any questions regarding this position, please feel free to contact Paul Kimura or Sam Avery at 408.399.4424 or by email: [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or [samuela@averyassoc.net](mailto:samuella@averyassoc.net).



# County of San Diego Health & Human Services Agency



*invites your interest  
for the position of*

## Director, Aging and Adult Services

## San Diego County

San Diego County is the second largest county in California and fifth largest in the U.S., with a population of over 3.2 million residents. The County includes 18 incorporated cities with the largest being the Cities of San Diego (population 1.4 million) and Chula Vista (population 265,000). Geographically, San Diego County covers 4,261 square miles, extending 70 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico. Riverside and Orange counties form the northern border. It is the most southwestern county in the contiguous 48 states.



The County enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys to mountain ranges and the Anza-Borrego Desert. The Cleveland National Forest occupies much of the interior portion of the County. The climate is mild in the coastal and valley regions, where most resources and population centers are located. The average annual rainfall is less than 12 inches for the coastal regions.

### County Government and Its Mission The Health & Human Services Agency

The Mission of the County of San Diego is to provide residents of San Diego County with superior county services in terms of quality, timeliness, and value in order to improve the region's quality of life. The County of San Diego uses its strategic initiatives – Healthy Families, Safe Communities, Sustainable Environments and Operational Excellence – to deliver services that improve residents' lives. The County wants to create the highest quality of life possible for all of its residents.

That goal became Live Well San Diego – a County vision that has since enveloped the region. The County accomplished this by recognizing it would need the collective strength of other community leaders to realize the goal. Now, more than 300 partners are working on Live Well San Diego. They reflect every sector of the community – city government, businesses and schools to faith-based and community-based organizations – and they have all committed to the regional Live Well San Diego vision.

A five-member Board of Supervisors is elected to alternating four-year terms in district, non-partisan elections, and governs the County. County services are provided by five operational groups that are headed by General Managers who report to the Chief Administrative Officer (CAO). The County has an annual budget of \$5.4 billion with nearly 18,000 employees within 42 different departments.

The Health & Human Services Agency (HHSA) is one of five operational groups of the County of San Diego government with a budget of \$2.0 billion comprised of Federal, State, and local funding, 6,300 HHSA employees, over 550 contracted providers, and hundreds of volunteers. HHSA is committed to advancing the County's vision of Live Well San Diego, which is Building Better Health, Living Safely, and Thriving. Based upon a foundation of community engagement and involvement, Live Well San Diego seeks to promote population health and wellness through collective impact.

### The Position of Director, Aging and Adult Services

The Director, Aging and Adult Services reports to HHSA's Director/General Manager, and will establish strategic initiatives and oversee adjustments to



services in the areas of adult protection, advocacy, health independence, home-based services, senior wellness, and caregiver services. This includes an essential focus to ensure services are actively and seamlessly integrated with other programs and systems within both the HHSA network and the broad array of community partners and service providers. The Aging and Adult Services department has an annual operating budget of \$132 million and 373 employees.

This multi-dimensional role requires a creative and energizing leader with expertise in program and service delivery, policymaking, financing/funding streams, and the ability to convene various constituencies within the community. A key priority is to develop, implement, and integrate innovative and comprehensive approaches to intergenerational services. This requires continual evaluation of best industry practices, highly visible advocacy and the ability to operationalize integrated programs and services that address the needs of the changing world for seniors.

### Responsibilities of this position include:

- ◆ Directing the Age Well San Diego community initiative efforts
- ◆ Leading the efforts of The Alzheimer's Project and promoting the pursuit of age and dementia friendly communities as the region adapts to a growing senior population with more demands for services
- ◆ Working closely with the County's elected leadership and top management in setting and carrying out the County's vision, mission, and objectives for the Department
- ◆ Acting as a liaison with other public and private agencies, and coordinating activities related to issues that face the region's aging population

### The Ideal Candidate Profile



The new Director will be a dynamic, energizing, and charismatic visionary who advances the County's strategies towards helping all San Diego seniors and older adults thrive. He/she will be at the forefront of developing and delivering a compelling vision for the future role of the senior population. An inspiring and powerful presence, and a passion for the senior population and the positive impact it can make, are vital to this role. A strategic collaborator that develops cross-sector partnerships within the human services profession, industry, and the broader community will be essential as will exceptional administration and management skills.

The ideal candidate will have a professional history that demonstrates the following leadership competencies and attributes:

- ◆ Senior/Executive management level experience interpreting and implementing laws, rules, regulations, policies, and procedures pertaining to the operation and provisions of senior wellness programs and activities within the department and enterprise-wide
- ◆ Experience working with elected officials, top management, community groups, advisory boards and State government officials on issues relating to social/healthcare services and senior wellness
- ◆ Experience interpreting and implementing State and Federal social services/healthcare legislation and regulations
- ◆ Ability to support mutually beneficial relationships with other organizations, associations, and community contacts
- ◆ Experience working within a large, complex matrix organizational structure
- ◆ Visionary leadership in the areas of seniors and aging

This position requires a Bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency, and five or more years of management level experience overseeing seniors/aging programs. A Master's degree is highly desirable and may substitute for a total of one-year of experience.