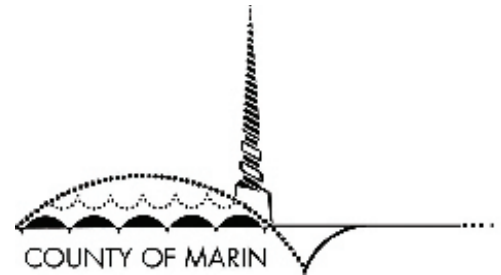


Compensation and Benefits

The annual salary range for this position is between \$174,949 - \$192,899 annually, depending on qualifications. The County offers a competitive benefits package that includes:

- ◆ **Retirement (37 County Act):** 2% at 62 for new employees and reciprocity with CalPERS. The County does not participate in Social Security except for the mandatory Medicare contribution.
- ◆ **Insurance:** Cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.
- ◆ **Leave Allowances:** Generous vacation, personal, management, and sick leave benefits plus 11 paid holidays annually.
- ◆ **Deferred Compensation:** Tax deferred 457K plan which employees may contribute to enhance their retirement.



Marin County is an Equal Opportunity Employer and values diversity at all levels of the organization. Final appointment will be conditional upon successful completion of a background check.

The Process

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

Paul Kimura or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date for this recruitment is April 20, 2018. Preliminary interviews with Avery Associates will take place during the April 16-27 timeframe. Candidates recommended for further consideration can anticipate interviews with the County on May 14 and 15, 2018.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Bill Lopez at 408.888.4099 or by email: williaml@averyassoc.net.



County of Marin



*invites your interest
for the position of*

Chief Strategy Officer

The County

Marin County is a special place and home to a community of 250,000 engaged and culturally diverse residents. Located in California's North Bay Area, across the Golden Gate Bridge from San Francisco and adjacent to the vineyards of Napa and Sonoma Counties, Marin is a desirable place to live. It's known for its combination of rural and suburban lifestyles, excellent schools, entertainment and recreational activities, and mild climate year-round.



Marin is abundant with outstanding examples of Northern California environments including oak-bay woodlands, savannas, grasslands and salt marshes, managed and protected to enhance their natural and undeveloped character. Outdoor recreation in Marin County includes whale migration and bird watching, garden tours, gold, hiking, running, mountain biking, horse-back riding, sail boarding, surfing, fishing, boating, kayaking, canoeing, etc. The County includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito and Tiburon.

County Government and the Department of Health and Human Services

The County of Marin is comprised of 22 agencies and departments with a workforce of approximately 2,100 employees and an operating budget of \$554 million (FY 17/18). The County is governed by the Board of Supervisors, which is made up of an elected representative from each of the five voting districts in this general law county. The Board of Supervisors also appoints a County Administrative Officer who is responsible for implementing Board decisions and providing day-to-day management support for the county operations and services.

This diverse organization strives to uphold a set of core values: respect, trust, integrity, diversity, equality, excellence, accountability, innovation, and collaboration. These values help to maintain and enhance public trust and help achieve high quality service outcomes. The County is committed to being a well-managed organization that relies on the talents of its workforce to succeed.

The Department of Health and Human Services (HHS) is an innovative, integrated department of four divisions – Administration, Behavioral Health and Recovery Services, Public Health and Social Services – that deliver, coordinate, and administer a range of federal, state, and local programs addressing the health and welfare needs of county residents.

The Department is the largest in the County with some 700 employees and an overall annual budget of about \$189 million (FY 17/18). The Department is responsible for over 40 key programs that are provided in approximately 112 locations throughout the county and community.

More information about the Department's strategic priorities is available in the HHS Internal Strategic Plan. Additional information about the Department can also be obtained via the County website at www.marinhhs.org



The Position and Ideal Candidate

The Chief Strategy Officer (CSO) is a new, exciting executive-level role developed to implement the Department's strategic priorities and initiatives in an integrated and coordinated manner, supporting a broader Department framework to achieve shared goals of the Department and the communities it serves. Reporting to the Director of Health & Human Services, the CSO is an executive who will lead cultural and organizational change efforts with a focus on improving health and wellness equity in the County. The CSO will work with the Director, Chief Operating Officer, and Executive Team members from Public Health, Social Services, and Behavioral Health and Recovery Services to ensure budget and program priorities reflect department-wide priorities and community needs.

This position is the lead change agent for the Department and will work across HHS programs and with community stakeholders to establish specific plans, deliverables and measurable objectives while also executing key functions of strategic planning, including organizational development, data and evaluation, policy and planning, community outreach and engagement and communications.

The CSO will be a dynamic leader who has a passion for change, social justice, and promoting health and wellness equity. The successful candidate will be an open-minded and collaborative leader who embraces transparency and community engagement. Outreach to and engagement with the community is a priority as the Department's overall goal is to collaborate to reduce health and wellness inequities in the County. Therefore, the ideal candidate is an effective bridge builder and an advocate for data-driven, quality services in the Department of Health and Human Services and the community.

The ideal candidate will possess a high degree of ethics and integrity, be action-oriented and inspire others. She/he will also be articulate, culturally sensitive and aware, and be a clear and transparent communicator who is able to engage individuals from all walks of life. The position requires an innovative problem solver with the ability to operate in a collaborative and relationship based fashion to bring effective solutions to administrative, operational and service delivery challenges. Political acumen, approachability and an ability to communicate and engage with

other County Departments, the Board of Supervisors, colleagues and the community will be essential to this role.

The required background includes a Bachelor's degree in Health Care Administration, Public Administration, Public Health or a closely related field (for example, Social Services, Behavioral Health, etc.). A minimum of five years of increasingly responsible management and administrative experience in a large complex health, behavioral health, or social services organization or equivalent is also required. A Master's degree or other advanced degree and experience working within a unionized environment are highly desirable.

