



CITY OF  
**LINCOLN**  
NEBRASKA

**HEALTH DIRECTOR**  
**\$104,568 - \$156,680**

*Plus Excellent Benefits*

Apply by  
**November 25, 2019**  
*(First Review, Open Until Filled)*

**PROTHMAN**



## WHY APPLY?



As the capital and higher education center of the state, Lincoln is a livable, small city with a diverse economy. The largest employers include state government, the University of Nebraska, Kawasaki Manufacturing, Bryan Health, St. Elizabeth Medical Center/CHI, Duncan Aviation, and smaller businesses in printing, insurance, and pharmaceutical manufacturing. The university is a great addition to the landscape and the economy, adding 25,000 students and a healthy set of college-town amenities. The Health Director position is an excellent opportunity for a talented public sector health professional to make a difference in a high-performing organization that employs the use of best practices. This is an excellent opportunity for a proven leader who has the experience to help take an accomplished department to the next level!



## THE COMMUNITY

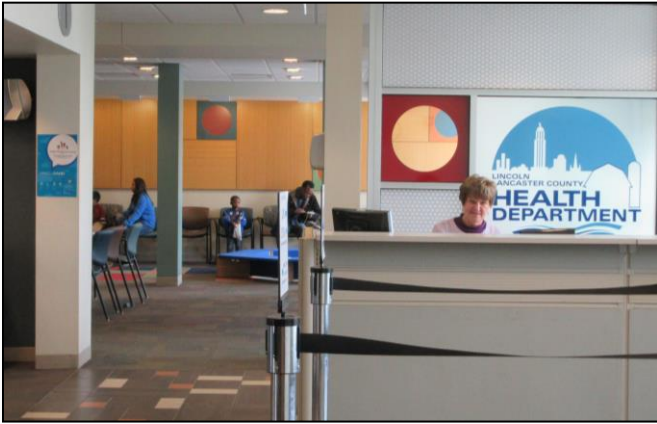
Lincoln is the capital of the state of Nebraska with a population of nearly 275,000. The city has a historic and vibrant downtown core with numerous offices and residential buildings and is the home of the University of Nebraska. The recently completed Pinnacle Bank Arena is the premier site of many sports and entertainment events located in the Historic Haymarket section of downtown Lincoln. The downtown area offers a wide variety of eating establishments and energetic night life in The Railyard on Canopy Street, which is Lincoln's premier entertainment district. This vibrant venue features 13+ restaurants & bars, live entertainment, a public market, and THE CUBE.

Lincoln boasts 125 city parks, 9 recreation centers, 10 public swimming pools, 5 public golf courses and over 131 miles of hard surface and crushed rock trails. Being outdoors is a fundamental part of life in Lincoln! Spectator sports include USHL Tier 1 hockey, minor league baseball, area high school and college sports and, of course, the University of Nebraska Cornhuskers!

The City of Lincoln encompasses about 11% of the land mass but about 90% of the population of Lancaster County. The region offers a diverse blend of residential, commercial, industrial, and government properties. The Lied Center for Performing Arts anchors the cultural entertainment for the City. As a community, Lincoln residents strongly support their local government services. The City operates within a strong mayor-council form of municipal government.

The Lincoln Public School system is one of the premier school districts in the Midwest. It is the second largest public-school system in Nebraska, serving over 39,000 students at 38 elementary schools, 11 middle schools and 6 high schools. In addition, Lincoln has 5 parochial and private school systems. Lincoln is experiencing an influx of skilled young talent. More secondary education students are staying in Lincoln post-graduation to begin their careers and families due to the array of opportunities in Lincoln and the comfortable quality of life.





## THE CITY

The City of Lincoln operates under the "Mayor-Council" form of government. The Lincoln City Council is comprised of seven elected officials, each serving four-year terms. Four Council members each represent a district, and three are elected at large. Mayor Leirion Gaylor Baird was elected in May 2019. She earned a B.A. in history from Yale University and a master's degree in comparative social policy from Oxford University. Prior to serving on City Council, Mayor Baird was also a member of the Lincoln/Lancaster County Planning Commission. The city employs roughly 2,196 FTEs and has a total operating budget of \$493,978,000 for 2018-2019.

Lincoln is a full-service city. City departments include Building & Safety, the City Attorney's Office, Finance, Fire & Police, Health, Human Resources, Libraries, Parks & Recreation, Planning, Public Works and Utilities, and Urban Development. The City of Lincoln proudly maintains a "AAA" bond rating on the City's General Obligation bonds by both Standard & Poor's Ratings Services (S&P) and Moody's Investors Service. The City has maintained these ratings for almost two decades.

## THE DEPARTMENT & POSITION

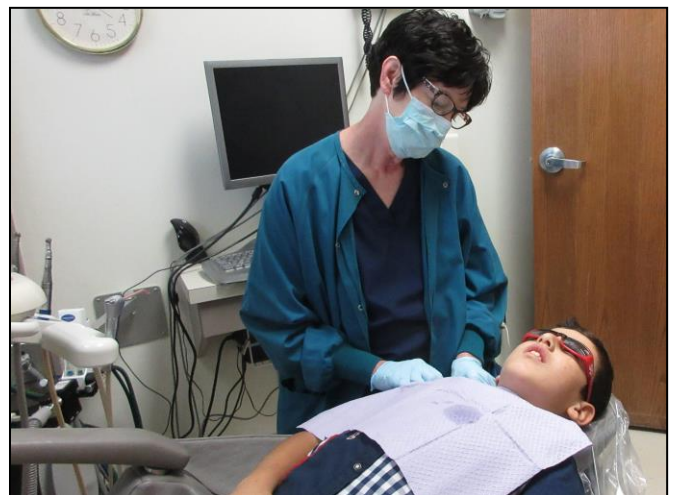
The Health Department is one of fifteen city departments and is a joint City/County department. The Department is composed of six divisions, including Animal Control, Community Health Services, Dental Health & Nutrition Services, Environmental Public Health, Health Promotion, Data & Evaluation, and Information & Fiscal Management. Together the Department as a whole employs 156 FTEs and has a 2018-2019 budget of \$18,900,000.

As an agency director serving both the city of Lincoln and Lancaster County, the Health Director is appointed by the Mayor, and has a reporting responsibility to both the Mayor, and the County Board of Commissioners for county functions and funds.

The Health Director leads an operational team which oversees all aspects of municipal public health. An appointed Board of Health directs and provides guidance on health policies and serves as an advisory board to the Health Department, Mayor, City, and County.

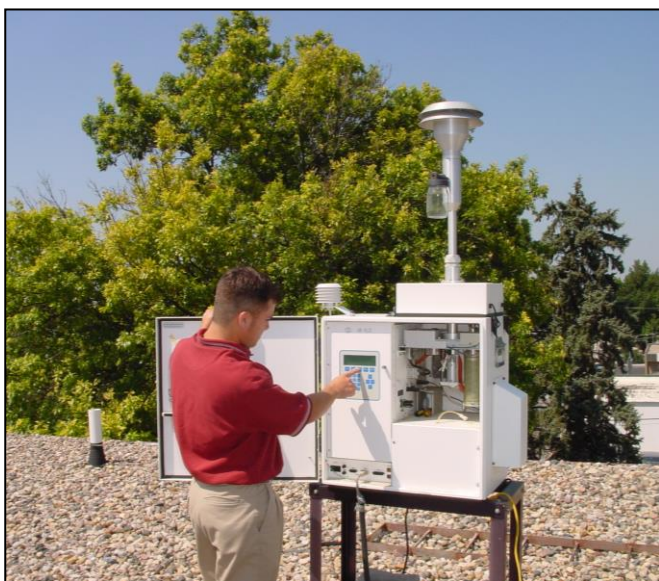
Responsibilities of the position include supervising subordinate division heads engaged in various program activities, including administrative functions, public health nursing, environmental health, public health education, dental health, animal control, communicable disease prevention, epidemiology, and laboratory analysis. The Health Director acts as a technical advisor to the Mayor, City Council, County Board of Commissioners, Board of Health and City and County officials on health-related matters.

The Health Director is also involved in developing large-scale public health programs designed to promote health, and prevent and control disease within the community, supervising and analyzing the collection, tabulation and analysis of health data, and vital statistics to aid in the solution of local health problems. The Director must also review, evaluate and develop goals, policies and procedures governing various health department programs, and prepare and administer the departmental budget as well as monitor budgetary expenditures.



## OPPORTUNITIES & CHALLENGES

1. The new Health Director is expected to address the population health needs of a growing community with a focus on well-established partnerships to solve health problems.
2. The Health Director will have the opportunity to respond to the community health improvement needs of assuring access to care, chronic disease prevention, behavioral health and injury prevention.
3. Providing comprehensive environmental health services to protect people and the environment during a time of changing federal focus will be a new opportunity for the leader of this department.
4. The new Health Director will have the opportunity to expand the use of health data to create solutions for those experiencing health disparities in our community.
5. The new Health Director will have an opportunity to work closely with partners to enhance the community focus on healthy lifestyle choices.
6. The new Health Director will have the opportunity to work with policy partners to assure access to health coverage for uninsured through the state's Medicaid Expansion in October 2020.
7. Maintaining a strong public health workforce is critical. The new Health Director will be expected to implement workforce strategies that develop the next generation of public health leaders, will assuring our community is equipped with robust technology, evidence-based programs, and contemporary public health practices.



8. The community of Lincoln and Lancaster County is growing and becoming increasingly diverse. The new Health Director is expected to possess the skills to acknowledge, understand, and address the social, cultural, and linguistic challenges to serve our community well.
9. The use of community data is increasingly valuable as a decision-making tool. The new Health Director will be expected to be proficient in utilizing community data in priority-setting, resource allocation, and partnership development.
10. Public health agencies cannot effectively operate in isolation. The new Health Director will be expected to seek out and form collaborations with local hospitals, educational institutions, health/human service agencies, public officials, and other decision-makers.

## IDEAL CANDIDATE

### Education and Experience:

Graduation from an accredited four-year college or university with major coursework in business, public administration, or a related field, and a master's degree in public health administration is required. Candidates must also have four years of experience in the supervision and administration of a public health program. Any equivalent combination of training and experience that provides the desirable knowledge, abilities, and skill may be accepted.

### Necessary Knowledge, Skills and Abilities:

- Extensive experience in the total administration of a city or county health department.
- Knowledge of the principles and practices of health planning, organization and administration as they apply to the operation of a county-wide Health Department.

- Extensive knowledge of the current approaches to the control of preventable disease and epidemiological methods in disease and injury prevention.
- Knowledge of community health resources as they pertain to programs, facilities and personnel of a county-wide Health Department.
- Experience with varied funding sources including federal, state and local funding in addition to user fee and permit based service delivery.
- Extensive knowledge of environmental health, including indoor and outdoor air quality, onsite water and wastewater systems, disease prevention and pollution prevention.
- Experience with code enforcement and legal actions necessary to accomplish the Department's work.
- Ability to make professional and administrative decisions within the framework of City and County policies, rules and regulations.
- Ability to interpret federal, state and local regulations and laws that pertain to the work of a county-wide health department.
- Prior experience with planning, assigning and coordinating the work of subordinate professional and support staff members engaged in various public health programs.
- Ability to communicate effectively both orally and in writing.
- Ability to establish and maintain effective working relationships with public officials, subordinates, and the general public.

Candidates may possess any combination of relevant education and experience that demonstrates their ability to perform the essential duties and responsibilities. The ideal candidate will be committed to excellent customer service.

#### COMPENSATION & BENEFITS

- **\$104,568 - \$156,680 DOQ**
- Medical, Dental and Optional Vision Coverage
- Life Insurance - \$70,000
- Long Term Disability
- 160 Hours Vacation Annually
- Paid Holidays & Sick Leave
- Defined Contribution Retirement Plan (6% employer match)
- VEBA Trust Post Employment Health Plan



Please Visit:  
[www.lincoln.ne.gov](http://www.lincoln.ne.gov)

The City of Lincoln is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 25, 2019** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To apply online, go to [www.prothman.com](http://www.prothman.com) and click on "submit your application" and follow the directions provided. Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



[www.prothman.com](http://www.prothman.com)

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