



THURSTON COUNTY

WASHINGTON

SINCE 1852

**PUBLIC HEALTH AND
SOCIAL SERVICES DIRECTOR**

\$121,548 - \$162,060

*Plus excellent benefit including:
Up to \$10,000 signing bonus, and up to \$5,000 conditional relocation allowance.*

Apply by
October 2, 2022
(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Home to more than 290,000 residents, Thurston County is 60 miles south of Seattle and 100 miles north of Portland, Oregon. Thurston County is comprised of the cities and towns of Olympia, Lacey, Tumwater, Yelm, Rainier, Tenino, and Bucoda. Majestic Mount Rainier and the rugged Cascade Mountains are nearby to the east, while the Pacific Coast is just an hour's drive to the west.

As the County's largest city, Olympia is the capital of the state of Washington, the county seat of Thurston County, and is the southern gateway to Puget Sound's metropolitan region. Thurston County is home to a wide variety of industries, including state government, health care, retail, military, education, construction, farming, fishing, logging and has an active arts community. With an economic engine fueled to a great extent by state government, as well as three higher education institutions, Olympia enjoys the benefits of a stable workforce, an engaged and educated community, and a well-supported school system.

Thurston County has a wide array of public parks and nature conservation areas. Blessed with a year-round mild climate, outdoor activities can be enjoyed almost any day, and the nearby mountains offer many opportunities for skiing, snowboarding, cross-country skiing, snowmobiling, and mountain climbing. Historic downtown Olympia offers a variety of eclectic shopping and dining experiences, while Olympia's Westside is a regional shopping destination with numerous national brand stores and the auto mall.



THE COUNTY

Thurston County is governed by a three-member elected Board of County Commissioners who serve as the County's legislative body. The County is comprised of an additional 23 separately elected county officials and their offices, as well as 11 departments including the Budget Office, Community Planning and Economic Development, Emergency Management, Medic One, Human Resources, Information Technology, Pretrial Services, Public Defense, Public Health and Social Services, and Public Works. Department directors are appointed positions and report to the County Manager.

The County has 1,276 budgeted FTEs and an Operating and Capital budget of \$514,438,156 for 2022.



THE DEPARTMENT

As Thurston County's local health jurisdiction and human services department, the Public Health and Social Services (PHSS) Department is responsible for protecting the health and promoting the well-being of all people who live, work, and play in Thurston County by providing foundational public health services and critical social programs.

The Department is governed by the County's Board of Health and Board of County Commissioners. The Thurston County Board of Health is comprised of the three currently elected Thurston County Commissioners. To learn more about the various functions of each Division, please view the department overview found [here](#). The Department's 2022 allocated budget is \$77 million. Currently, the Department has 135 employees.

To learn more about the PHSS Department as a whole, please visit: www.co.thurston.wa.us/health

THE POSITION

Reporting directly to the County Manager, the Public Health and Social Services Director organizes and directs the services, operations, fiscal and administrative functions of the Thurston County's Public Health and Social Services Department. The Department's primary divisions include Community Wellness, Maternal and Child Health, Disease Control and Prevention, COVID-19 Incident Management, Environmental Health, Vital Services, the Office of Housing and Homeless Prevention, and the Treatment Sales Tax Office.

The Director ensures the efficient and effective utilization of personnel, funds, materials, facilities, and time, and accomplishes short-term and long-range planning. This position also implements and maintains sound organizational practices, controls costs, and directs all departmental operations. The PHSS Director assures proper distribution of assets and liabilities, assignments of grants and contracts, and negotiation of agreements with other local governments. For a full job description and to view the detailed responsibilities of the position, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

Community Relations: The incoming Director will have a central role in engaging and coordinating with external agencies and stakeholders to promote public health and social services throughout Thurston County.

Assistant Director: The incoming Director will have the opportunity to begin the recruitment and selection process of a newly established Assistant Director position.

Upcoming Structure Change: Policy direction for the Public Health and Social Services Department is provided by the Thurston County Board of Health. While the board is currently comprised of the three Thurston County Commissioners, recent Washington State Law requires that by July 2022 the Board of Health shall include non-elected members, community and tribal representation. The new Director will be called upon to successfully navigate this structural change and maybe assigned as the Administrator of the newly formed Board of Health. The Public Health and Social Services Director will continue to report to the Thurston County Manager who is vested with the employment authority for this position.

IDEAL CANDIDATE

Education & Experience:

A Master's degree in public health, social services, business or public administration, or a closely related field, and six (6) years of administrative and/or managerial work at the senior management level, associated with public health and/or social services, and at least three (3) years of significant supervisory responsibilities is required. Candidates must have a current Washington State Driver's License or have requested and obtained an appropriate accommodation by the time of hire. The ideal candidate will have experience in a similar-sized public health organization as the director or deputy director, have demonstrated success in managing professional public health teams, and will bring strong management skills and a forward-thinking approach.

Necessary Knowledge, Skills & Abilities:

- Skill as a cooperative team member with experience working between departments, and awareness of the business acumen of Public Health.
- Experience working with a Board of County Commissioners or Board of Directors to build achievable goals that will take the agency to the next level of service.
- Political acumen and sensitivity to be effective within a broad range of interests.
- Executive leadership skills and comprehensive knowledge of all facets of Public Health.
- Exceptional written and oral communication skills which will be used to clearly communicate the policies and strategic vision to staff and citizens in a clear and concise manner.
- The ability to ensure future-focused strategic planning is in place through the utilization of data-driven decisions.
- Skill leading by example setting the standard for all members and must have a strong and confident presence, be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with staff.
- A track record for delivering results, building accountability for staff at all levels, and creating a positive working environment characterized by teamwork and innovation.
- The ability to facilitate timely and effective communication with diverse stakeholders and community members regarding social services and issues of public health importance.

COMPENSATION & BENEFITS

- **\$121,548 - \$162,060 DOQ**
- Medical benefits through the Washington State's Public Employees Benefits Board (PEBB).
- Dental plans are provided through the Washington Counties Insurance Fund (WCIF). Employees have the opportunity to choose between two plans, Delta Dental, a preferred provider plan, or Willamette Dental, an HMO plan.
- Vision Service Plan coverage through the Washington Counties Insurance Fund (WCIF). Employees also have additional vision coverage through their medical plan.
- \$36,000 life insurance and \$36,000 accidental death and dismemberment (AD&D) coverage. Additional insurance is available.
- Washington State PERS Pension Plan
- Dependent coverage may be added.
- Long Term Disability.
- Employee Assistance Program.
- Three voluntary deferred compensation plans.
- The choice between Alternative leave and Traditional leave programs.
- 11 paid holidays, including a floating holiday.
- Voluntary flexible spending account.
- Voluntary short-term disability.
- Voluntary electronic payroll savings with TreasuryDirect.
- Up to \$10,000 signing bonus.
- Up to \$5,000 relocation allowance for distances more than 250 miles from Olympia.



**For more information on
Thurston County, please visit:
www.co.thurston.wa.us**



Thurston County is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 2, 2022** (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** and click on "**Open Recruitments**", select "**Thurston County, WA – Public Health and Social Services Director**", and click "**Apply Online**", or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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