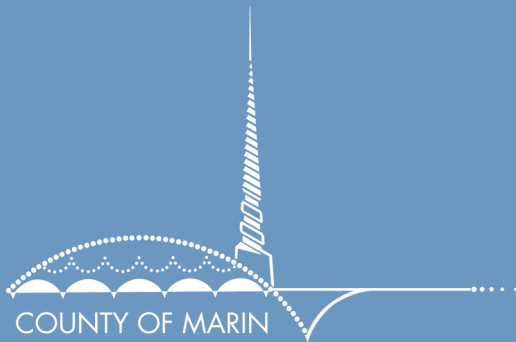




DEPUTY PUBLIC HEALTH OFFICER



marincounty.org/jobs

THE COMMUNITY

Marin County, California, is a special place and home to a community of 250,000 engaged and culturally diverse residents. Marin is renowned for its natural beauty. The county encompasses various eco-systems, from rolling hills, redwood forests, and a rugged coastline along the Pacific Ocean providing ample opportunities for outdoor activities.

Marin County is known for its commitment to environmental conservation and sustainability. Marin County's civic-minded residents are actively engaged in local governance. They strive to improve the quality of life for all. There are rich cultural heritages honored in Marin—Coastal Miwok, descendants of homesteaders, African Americans who migrated during World War II, and Central Americans. These communities have contributed to Marin's cultural vibrancy, economic growth, and community resilience.



Marin County's proximity to San Francisco, connected by the iconic Golden Gate Bridge, provides easy access to urban amenities while enjoying a more tranquil lifestyle. To the north of Marin County lies the renowned Wine Country, encompassing Napa and Sonoma counties.

THE COUNTY

The mission of the County of Marin is to provide excellent services that support healthy, safe, sustainable, and equitable communities. Marin County is general law county. The Board of Supervisors is the legislative and executive body of Marin County government. The Board's highest priorities include:

- ◆ Building a racially equitable community
- ◆ Reducing carbon emissions and adapting to climate change
- ◆ Enhancing disaster and emergency preparedness
- ◆ Improving recruitment and retention of the County workforce.

Eleven incorporated cities and towns are located within Marin County. The central location of Marin County government is the Civic Center in San Rafael, which was designed by Frank Lloyd Wright.

Disparities are greatest when measured by race in Marin County. Developed through a dynamic collaborative of local jurisdictions, non-profit organizations, and community members, the Race Equity Action Plan (REAP) is a clear vision and systemic approach to addressing identified racial equity gaps.

THE HEALTH & HUMAN SERVICES DEPARTMENT

The Department of Health and Human Services (HHS) is an innovative, integrated health and human services agency, comprised of five divisions, including Public Health. HHS is highly committed to embracing cultural humility, dismantling structural racism, and ensuring that care is equally accessible to all members of our community, regardless of race, income, education, or other socioeconomic and cultural factors. To this end, the Department is allocating resources towards several goals that are specific, measurable, and realistic, as evidenced in the strategic plan to achieve health wellness and equity.

The Public Health division develops, implements, and evaluates programs and services to prevent and address public health problems in Marin County, including health disparities, overdose prevention, the health effects of climate change, and disease outbreaks, including tuberculosis. Marin Public Health, in partnership with Health Marin Partnership, shepherds the Community Health Assessment (CHA) and Community Health Improvement Plan strategies are implemented. The CHA and CHIP are the cornerstone of PHAB accreditation process, which demonstrates the division's capacity to carry out the 10 Essential Public Health Services and the Foundational Capabilities (CHIP) to ensure effective public health strategies are implemented. The CHA and CHIP are the cornerstone of PHAB accreditation process, which demonstrates the division's capacity to carry out the 10 Essential Public Health Services and the Foundational Capabilities.

THE POSITION

Working under the direction of the Public Health Officer, the Deputy Public Health Officer (DPHO) has responsibility for safeguarding the health and well-being of our community. This position plays a key role in promoting equity, preventing disease, and fostering a resilient community. The DPHO will provide oversight and ensure effective coordination across Communicable Disease, Public Health Preparedness, and Emergency Medical Services.

The DPHO will collaborate with the Public Health Officer and other stakeholders to develop and implement public health policies and initiatives that address community health needs, promote disease prevention, and ensure health equity. The Deputy will also serve as the Communicable Disease Controller and Tuberculosis Controller and will supervise teams responsible for the surveillance, investigation and prevention of communicable diseases. The position works closely with the Public Health Officer and other lead staff in the management of public health disasters or emergencies. The position shares on-call public health duties with the Public Health Officer.

This position is distinguished from the Public Health Officer in that the Public Health Officer is appointed by the County Board of Supervisors, directs medical oversight and policy for the County, and possesses the powers, duties, and responsibilities relating to the preservation and protection of public health. The Deputy Public Health Officer does not carry full powers, duties and responsibilities relating to public health, but may act in the absence of the Public Health Officer.

MINIMUM QUALIFICATIONS

Any combination of education and experience that would provide the knowledge and skills listed below. Typically, equivalent to graduation from an accredited school of medicine and one year of progressively responsible work in a public health service that include both clinical and managerial experience.

Candidates must possess a valid California Physician and Surgeons Certificate issued by the California Medical Board; a current Controlled Substance Registration Certificate issued by the Drug Enforcement Administration, schedules 2, 2N, 3, 3N, 4 and 5. Physicians and Surgeons Certificate is desirable.

The ideal candidate has:

- a comprehensive understanding of public health principles, epidemiology, disease prevention, health promotion, and health disparities.
- the ability to develop, implement, and evaluate public health policies and programs.
- proficiency in emergency management principles, including planning, coordination, and communication during public health emergencies or disasters.
- skills in conducting epidemiological analysis, interpreting health data, and using evidence to inform decision-making and programmatic efforts.
- experience in engaging with diverse communities, stakeholders, and partners to build collaborative relationships, address health disparities, and promote health equity.
- excellent verbal and written communication skills to effectively convey public health information to diverse audiences, including policymakers, media, healthcare professionals, and the public.

COMPENSATION & BENEFITS

The annual salary range for the Deputy Public Health Officer is \$268,153.60 - \$297,148.80* annually (*the salary shown here does not reflect a 4% cost of living adjustment effective July 2026). Placement within the range will depend on the selected candidate's education and experience. In addition, the salary is supplemented by a generous benefit program that includes the following elements:

- **Retirement** – For new employees, the County retirement system is authorized by the County Employees Retirement Law of 1937 with a defined benefit retirement plan which provides vested members with a lifetime retirement benefit based on their tier, total years of retirement service credit, age at retirement, and highest average compensation. This system has a reciprocity relationship with CalPERS.
- The County does not participate in Social Security except for the mandatory Medicare contribution.
- **Insurance** – The County offers a 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** – The County offers generous vacation, personal, management, and sick leave benefits plus 12 paid holidays annually.
- **Deferred Compensation** – The County offers choices within a tax deferred 457k plan to which employees may contribute in order to enhance their retirement.

For additional information about Marin County's benefits, visit the website at <https://www.hr.marincounty.gov/our-divisions/employee-benefits-wellness>

TO BE CONSIDERED

This is a **confidential recruitment** and will be handled accordingly throughout the various stages of the process.

To be considered for this exceptional career opportunity, submit a completed County of Marin application including a resume and cover letter. To apply, go to: <https://www.governmentjobs.com/careers/marincounty>

The County of Marin is an Equal Employment Opportunity Employer. Women, minorities, and persons with disabilities are encouraged to apply.

For information, contact:

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