

COUNTY OF MARIN
HEALTH AND HUMAN SERVICES DEPARTMENT

Assistant Director of Health and Human Services – Homelessness Policy & Coordinated Care

\$190,028.80 - \$209,476.80 annually



 **MARIN
HEALTH &
HUMAN
SERVICES**
Health, Well-being & Safety





For information on
the **County's Health
and Human Services
Department**, please visit:
[Marin Dept of Health and
Human Services](#)

THE COUNTY

The County of Marin is a vibrant organization comprised of 23 agencies and departments with a workforce of over 2,500 employees and an operating budget of \$866 million (FY 2025-26). The County's full array of public safety, community development, public works, health and human services, community services, and administrative services 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. Community or municipal services to unincorporated residents include, for example, law enforcement, parks, libraries, fire, land use permitting, and roads and infrastructure.

The County is committed to the well-being and advancement of all Marin residents, which means taking an equity-first approach toward policy. The County has established an Office of Equity to advance anti-racist policies, the recruitment of a multicultural workforce, and to increase the County's accountability, transparency and community engagement.

THE DIVISION OF HOMELESSNESS & COORDINATED CARE

Marin County is the primary funder and coordinator of homeless services, leading with a Housing First approach and a countywide Coordinated Entry System that connects people to the housing and support they need. Working closely with cities, County departments, and community partners, we are committed to helping individuals and families secure and sustain permanent housing.

To learn more about the division of:
[Homelessness & Coordinated Care](#)



ABOUT THE OPPORTUNITY

The Assistant Director of Health & Human Services – Homelessness Policy & Coordinated Care is a senior executive leadership role responsible for guiding the County's homelessness response system. This position leads countywide strategies to prevent and reduce homelessness, aligns services and operations across agencies, and builds strong partnerships with cities, community organizations, and regional stakeholders. The role combines policy leadership, operational coordination, community engagement, and performance accountability to deliver effective, compassionate, and measurable outcomes.

WHY JOIN US

Lead with Purpose. Lead with People.

Marin County's Health and Human Services Departments' Homelessness and Coordinated Care Division offers the opportunity to step into a high-impact senior executive leadership role at the center of one of the County's most visible and complex public policy challenges. This is a chance for the Assistant Director of Health & Human Services – Homelessness Policy & Coordinated Care to shape not just programs, but the future strategic direction of homelessness policy in Marin County through systems thinking, cross-sector collaboration, and executive-level influence.



As Assistant Director, you will report directly to the Director of Health and Human Services - Assistant County Executive, and serve as a key member of the HHS executive leadership team, and provide oversight through a Division Director and a team of approximately 20 FTEs. In this capacity, you will help shape the development of a countywide strategic plan on homelessness, setting the vision and framework that aligns County departments, cities, and regional partners around shared goals, priorities, and measurable outcomes. Your work will directly influence how Marin County organizes, funds, and delivers its homelessness response system for years to come.

This role is ideal for leaders who want to operate at the intersection of policy, systems design, and intergovernmental collaboration. You will work closely with Health and Human Services leadership while also partnering across County departments such as Public Works, Parks, the Office of the County Executive, and the Housing Authority, as well as with municipal and community partners throughout the region.

Here, you will join a County that is deeply committed to a Housing First approach, sustained investment in housing solutions, and strengthening coordinated care systems that improve outcomes for individuals and families experiencing homelessness. You will have the platform to bring forward innovative policy approaches, strengthen accountability through data and performance management, and ensure alignment between resources and results.

Most importantly, this is a role for a leader who wants to make a system-level difference, building stronger partnerships, advancing equitable and evidence-based policy, and helping to create a more coordinated and effective homelessness response system that reflects Marin County's values and long-term vision.

KEY RESPONSIBILITIES

STRATEGIC POLICY LEADERSHIP

Lead the development, implementation, and continuous improvement of countywide plans, policies, and initiatives focused on preventing and ending homelessness. Identify service gaps, emerging trends, and opportunities for innovation.

COUNTYWIDE COORDINATION & PARTNERSHIPS

Serve as the County's primary liaison on homelessness issues with cities, law enforcement, transportation agencies, school districts, service providers, and internal departments to ensure aligned strategies and collaborative action.

SYSTEM PERFORMANCE & ACCOUNTABILITY

Establish performance measures, monitor outcomes, evaluate programs, and use data to improve services, allocate resources, and report progress to executive leadership, elected officials, and the public.

COMMUNITY ENGAGEMENT & COMMUNICATIONS

Represent the County in public meetings and stakeholder forums, address community concerns, and partner on communication strategies that promote transparency, trust, and informed public dialogue.

FUNDING & FISCAL STRATEGY

Identify and pursue federal, state, and philanthropic funding opportunities while helping shape budget priorities and long-range funding strategies that sustain homelessness initiatives.

LEADERSHIP & ORGANIZATIONAL DEVELOPMENT

Provide executive guidance to staff and cross-functional teams, promote trauma-informed and equity-centered practices, and foster a culture of collaboration, accountability, and continuous improvement.





THE COMMUNITY

Located in the North Bay across the Golden Gate Bridge from San Francisco, Marin County is a dynamic community of 257,000 well-educated and involved residents. From its tidelands to the top of Mt. Tamalpais, Marin enjoys a high quality of life marked by beautiful beaches, groves of redwoods and oaks, rolling foothills, and scenic valleys. The mild, year-round Mediterranean climate is highlighted by cool, coastal fog tempering the warm inland temperatures of summer. Incorporated communities include Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael (the County seat), Sausalito, and Tiburon.

Nearly 60 percent of the County's land is protected open space and parklands, making Marin a recreational destination for the entire Bay Area; the Golden Gate National Recreation Area and Point Reyes National Seashore are just two destinations of more than 140,000 acres of public lands within Marin County. West Marin has long been home to a thriving agricultural, ranching, and dairy economy - challenged in recent years by drought. The majority of residents however live in the eastern region of the county, along the Highway 101 corridor. The developed eastern region of Marin includes biotech, insurance, finance, movie production, and tech industries. The Buck Institute and BioMarin are two world-class scientific research institutes based in Marin.

IDEAL CANDIDATE

The Assistant Director of Health & Human Services – Homelessness Policy & Coordinated Care is a highly visible senior executive leadership role requiring a strategic, collaborative, and politically astute professional who can operate effectively across complex systems of government, service providers, and community partners. The ideal candidate is a systems thinker and relationship builder who can align intergovernmental partners, strengthen internal coordination, and advance a shared countywide vision to address homelessness with measurable impact.

INTERGOVERNMENTAL & CROSS-AGENCY LEADERSHIP

- » Demonstrated success working across cities, counties, and regional partners to align policy, funding, and operational approaches to homelessness
- » Ability to serve as a trusted advisor and convener among municipalities, County departments, and partner agencies such as the Housing Authority
- » Experience building durable partnerships that bridge housing, public safety, parks, public works, and human services systems
- » Skilled in navigating complex governance structures and fostering collaboration without direct authority

STRATEGIC POLICY & SYSTEMS THINKING

- » Expertise in developing, refreshing, and executing large-scale strategic plans for homelessness response systems
- » Ability to translate broad policy direction into coordinated, actionable, and measurable system strategies
- » Strong understanding of housing-first approaches, supportive services, and integrated care models
- » Capacity to identify system gaps and drive innovation across service delivery and policy frameworks

EXECUTIVE LEADERSHIP & ORGANIZATIONAL INFLUENCE

- » Proven ability to lead through influence as part of a senior executive leadership team within a public agency
- » Experience guiding cross-departmental initiatives within large, multi-service organizations
- » Ability to advise executive leadership and the Board of Supervisors on complex homelessness policy issues
- » Strong organizational leadership skills, including aligning teams, priorities, and resources across departments

COMMUNITY ENGAGEMENT & PUBLIC TRUST BUILDING

- » Skilled in engaging communities, elected officials, and stakeholders in high-profile, often sensitive public discussions
- » Ability to represent the County as a subject matter expert on homelessness policy and response strategies
- » Experience fostering transparency, trust, and constructive dialogue across diverse and sometimes conflicting perspectives
- » Strong communication skills with the ability to translate complex systems into accessible public messaging

DATA-DRIVEN DECISION MAKING & ACCOUNTABILITY

- » Experience using data, performance metrics, and evaluation tools to guide policy and operational decisions
- » Ability to oversee system-wide performance management and continuous improvement initiatives
- » Skilled in aligning outcomes with funding strategies and program effectiveness
- » Commitment to evidence-based practices and measurable results in homelessness response systems

FISCAL STRATEGY & RESOURCE ALIGNMENT

- » Knowledge of public funding streams including federal, state, and local homelessness and housing programs
- » Ability to align fiscal planning with long-term policy goals and system priorities
- » Experience identifying and leveraging funding opportunities to support coordinated care and housing strategies
- » Skilled in working with budget offices, grants teams, and executive leadership to ensure fiscal sustainability

VISIONARY & SOLUTIONS-ORIENTED LEADERSHIP

- » Ability to lead with political acumen in a highly visible policy environment
- » Demonstrated resilience in managing ambiguity, competing priorities, and evolving challenges
- » Commitment to equity-centered, trauma-informed, and housing-first approaches to system design
- » Focused on delivering practical, durable solutions to one of the County's most complex public policy challenges

EDUCATION AND EXPERIENCE

Education: Bachelor's degree in Public Administration, Social Work, Public Policy, Urban Planning, or a related field. A Master's degree is preferred.

Experience: Five years of increasingly responsible experience in homelessness policy, housing systems, human services, behavioral health, public policy, or related fields, including leadership or management experience.



COMPENSATION AND BENEFITS

The annual salary for this role is **\$190,028.80 - \$209,476.80 annually** DOQ. In addition to the generous package below:

RETIREMENT (37 County Act): The County retirement system is authorized by the County Employees Retirement Law of 1937. This plan has a reciprocity relationship with CalPERS.

INSURANCE: The County has 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.

DEFERRED COMPENSATION: The County does not participate in Social Security except for a mandatory Medicare contribution. The County does offer a choice of tax deferred 457b plans to which employees may contribute in order to enhance their retirement.

For additional information click here: [Marin County benefits](#)

APPLICATION AND SELECTION PROCEDURE

Open until filled, first screening **June 12, 2026**. Candidates urged to apply early.

For consideration submit your resume, cover letter, six work-related references and their contact information (two supervisors, two direct reports, and two peers), who will not be contacted until final stages. To submit your application: <https://www.cpshr.us/recruitment/2618>

For additional information about this position, please contact:



Erich WonSavage

Principal Executive Recruiter

Tel: (916) 471-3115

Email: ewonsavage@cpshr.us

Website: www.cpshr.us

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant. CPS HR Consulting will report the results to Marin County Health and Human Services and final interviews may be scheduled for selected candidates along with reference and background checks.