

# County of Santa Cruz

Invites you to apply for:

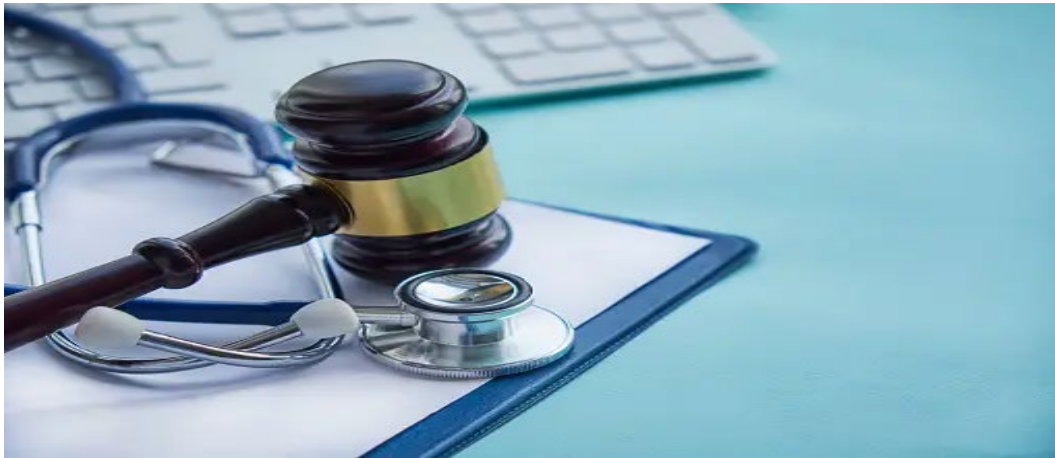
## MEDICAL DIRECTOR HEALTH SERVICES CLINICS

**Salary: \$ 262,101 – 303,472 / Annually**

**Plus \$30,000 sign on incentive\***

**CalPERS retirement benefits, plus Deferred Compensation and Defined Contribution plans available. \***

**Candidates may be eligible for relocation assistance & advanced paid leave accrual. Qualifying physicians may be eligible for Loan Repayment Programs.**



**Beautiful Coastal Community  
Mediterranean Climate**

**Closing Date: Continuous**

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*County Equity Statement*

*Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.*

*Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.*

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## THE POSITION

This class is a physician class with clinic medicine experience. Incumbents serve as the director for various Health Services Agency medical clinics. Assignments may rotate depending on agency requirements and specialty training. Incumbents are responsible for the medical quality assurance and medical management of one or more clinics, provide medical and technical advice to staff and the local medical community and may serve as the Health Officer in the latter's absence. This clinic is a dynamic integrated health setting serving vulnerable populations in Santa Cruz County.

## IDEAL DANDIDATE

- Committed to developing and providing services to the underserved community in Santa Cruz County.
- Strong leadership experience and the ability to make independent decisions within established policies and procedures set forth by the Board of Supervisors, County Administrative Officer, Director of Health Services, and Federal, State & County laws, ordinances, and regulations.
- Experienced and/or board certified in pediatric, internal medicine or family practice.

## IN ADDITION, THE MEDICAL DIRECTOR OF CLINICS WILL...

- Provide clinical leadership and direction to pediatric, internal medicine, and family practice clinicians. Those with experience and/or board certification in these specialties are encouraged to apply.
- Build and maintain successful working relationships.
- Take an active role in developing, motivating, and supervising a diverse team of professionals.
- Be a strategic business-minded leader with change management and organizational development skills.
- Have excellent presentation and written communication skills.

## THE COMMUNITY OF SANTA CRUZ

**SANTA CRUZ COUNTY** has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests and rich farmland. It has an ideal Mediterranean climate with low humidity and 300 days of sunshine a year. Its unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art, as well as golfing, surfing, hiking, and biking offer a wealth of leisure activities. Higher education includes Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour away. These elements of high-quality living make Santa Cruz one of California's most desirable areas. **live, work, and play!**

## QUALIFICATIONS

Any combination of training and experience which would provide the required knowledge and abilities is qualifying. A typical way to obtain these knowledge and abilities would be:

Four years of general medical clinic experience as a practicing physician. Certification by an American Specialty Board in a specialty closely related to clinical health care provided by the County of Santa Cruz may be substituted for two years of experience. Family Practice, Internal Medicine, and Pediatric physicians are encouraged to apply.

### License/Certificate Requirements:

- Possession of a valid Physician and Surgeon's Certificate issued by the State of California.
- Possession of a State and/or Federal narcotic license for administration of narcotics to inmates and patients.
- Possession of a valid California Class C Driver License.

## SUPPLEMENTAL QUESTIONNAIRE

Describe your experience supervising and training medical practitioners including the evaluation, and review of work for appropriate diagnosis, treatment, and chart documentation.

1. Describe your experience developing and implementing policies and procedures for medical practitioners.
2. Describe your experience with quality management in a clinic setting. Provide specific examples of how you ensured that the medical care provided met quality assurance standards.

## THE APPLICATION PROCESS

The application process consists of a review of the required knowledge and abilities as demonstrated on the application and supplemental questionnaire. Apply online at [www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com) or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711.

## HIGHLIGHTED BENEFITS OFFERING

**\*\$30,000 sign on bonus** – initial payment of 50% within 30 days of start date. Remaining 50% of payment upon completion of one calendar year of service.

### **Medical, Dental, and Vision**

Various robust plans are available with the County contributing generously toward the total cost of the plans.

### **Retirement and Social Security**

Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 PEPPRA (2023 Cap \$140,042). Pension benefit is determined by final average compensation of three years. County participates in Social Security.

### **Life Insurance and Long-Term Disability Plan**

County-paid \$50,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long-term disability plan that pays  $66\frac{2}{3}\%$  of the first \$13,500, up to \$9,000 per month maximum benefits.

### **Administrative Leave**

In addition to competitive vacation and sick leave accruals, the County provides an initial credit of one week of administrative leave at the time of appointment, plus an additional two weeks of administrative leave accrued each year. Administrative leave balance may be cashed out or used as paid time off.

**Note: Provisions of this bulletin do not constitute an expressed or implied contract**



## **County of Santa Cruz Personnel Department**

701 Ocean Street, Room 510  
Santa Cruz, CA 95060

831.454.2600  
[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)



**LIVE Here    WORK Here    PLAY Here**

**24-PT5-01**