County of Santa Cruz

INVITES YOU TO APPLY FOR:

PUBLIC HEALTH NURSE III

Bilingual (English/Spanish) Candidates Encouraged to Apply

Supplemental Questionnaire Required

Open and Promotional
Job # 26-PH8

Salary: $11,913 – 13,931 / Month

Closing Date: Friday, December 4, 2026

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.

THE JOB: Under direction, to serve as a lead and assist a Public Health Program Manager or to direct, evaluate and supervise agency-wide specialized programs; to provide a wide variety of complex nursing services in homes, clinics and other community sites; to coordinate general medical clinic activities; and to do other work as required. Currently there are two vacancies: one in HPHP, Clinics; and one in Communicable Disease Unit., Public Health Division. The list established from this recruitment will be used to fill positions for various County departments during the life of the eligible list.

One vacancy is at the Homeless Persons Health Project (HPHP) that serves clients in Santa Cruz, Watsonville, and Street Medicine within Santa Cruz County. Under direct supervision of HSA Clinics Director of Nursing the PHN III is to serve as a lead and assist the Health Center Manager & Director of Nursing by directing, evaluating, training, and supervising aspects of clinic programming and clinical staff; to provide a wide variety of complex nursing services in clinics, Street Medicine, and/or other community sites; to coordinate general medical clinic activities; and to do other work as required.

The second vacancy is in the Communicable Disease Unit of the Public Health Division. Under direct supervision of the Public Health Director of Nursing, the PHN III is to serve as a lead and assist the Director of Nursing by directing, evaluating, training, and supervising aspects of unit programming and nursing staff; to provide a wide variety of complex public health nursing services in community settings; to coordinate communicable disease unit activities; and to do other work as required.

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

One year of experience performing duties equivalent to a Public Health Nurse II in Santa Cruz County.

SPECIAL REQUIREMENTS: Possess and maintain a valid California Class C Driver License **AND** possession of a valid California Registered Nurse License and a Public Health Nurse Certificate issued by the State of California. If licensed in another state, candidates may participate in the recruitment and examination process, however, must obtain the appropriate licenses issued by the State of California at the time of appointment.

Knowledge: Working knowledge of the principles of public health nursing and public health practices; community aspects of public health nursing; Federal and State laws and regulations governing public health programs; epidemiologic investigation, control and care of chronic and communicable diseases and illnesses, handicapping conditions and mental illness; cultural, environmental, sociological and psychological differences and problems encountered in public health nursing; technical nursing procedures and medical terminology; interviewing, counseling and teaching techniques; normal and abnormal physiological development and behavior; prevention, detection, reporting and treatment of child abuse and neglect; literature and trends in public health; the forensic examination and legal requirements of sexual assault cases may be required for certain positions. Some knowledge of the principles and practices of supervision and training.

Ability to: Plan, assign and schedule day-to-day work in a division of public health nursing; teach and supervise other health care professionals and volunteers; understand, interpret, explain and apply laws, regulations, policies and written and oral direction; establish and maintain effective working relationships with others; assume a leadership role in community health programs; speak effectively before groups; assess health care, physical and psycho-social needs and develop and implement care plans; provide public health nursing services and case management to high risk groups or special populations; coach, counsel, teach and inform clients and the general public on health care issues; assess community health needs; administer treatments and medicines; deal with sensitivity to the needs of people with different cultural, environmental and social backgrounds; analyze data, problem solve and make logical decisions; write and prepare a variety of statistical and other reports, records and charts; learn to testify in court and serve as an expert witness; conduct sexual assault examinations which meet State protocols may be required for certain positions; and input, access and analyze data using a computer terminal.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated in the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at **www.santacruzcountyjobs.com** or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications

will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, minorities and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require Fingerprinting and/or Background Investigation.

PUBLIC HEALTH NURSE III – SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experience referred to in your response must also be included in the Employment History section of the application.

Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Please describe your experience managing a nursing team in a clinic setting.

2. In your view, what is the essence of Nursing as a profession and what is your understanding of a Nursing Supervisor role within a Federally Qualified Clinic that serves patients within a Clinic and Street Medicine?

Public Health Nurse

The public health nurse is a registered nurse who has received a certificate from the BRN. He or she is an integral part of the public health community and provides direct patient care as well as services related to maintaining public health.

- If you are applying to be a Public Health Nurse after completing a baccalaureate nursing program or a specialized public health nursing program outside of California, please submit proof of the seven hours of training in the prevention, early detection, intervention, California reporting requirements, and treatment of child neglect and abuse by attaching a copy of your certificate of completion with your application.
- **Click to open the Public Health Nurse application instructions.** Application instructions also include associated forms that may be attached to online application as needed.
- **Apply Online**

EMPLOYEE BENEFITS:

ANNUAL LEAVE - 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS - 14 paid holidays per year.
BEREAVEMENT LEAVE – 3 days paid in California, 5 days paid out-of-state.
MEDICAL PLAN - The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.
DENTAL PLAN - County pays for employee and eligible dependent coverage.
VISION PLAN - County pays for employee coverage. Employee may purchase eligible dependent coverage.
RETIREMENT - 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(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.
LIFE INSURANCE - County paid $20,000 term policy. Employee may purchase additional life insurance.
DISABILITY INSURANCE - Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.
DEPENDENT-CARE PLAN - Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."
H-CARE PLAN - Employees who pay a County medical premium may elect this pre-tax program.
HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) - Employees may elect this pre-tax program to cover qualifying health care expenses.
DEFERRED COMPENSATION - A deferred compensation plan is available to employees.

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

LIVE Here **WORK Here** **PLAY Here**

TC/cg 5/26