County of Santa Cruz

INVITES YOU TO APPLY FOR:

PUBLIC HEALTH NURSE II

Bilingual (English/Spanish) Candidates Encouraged to Apply

Supplemental Questionnaire Required

Open and Promotional
Job # 26-PH5

Salary: $11,336 – 13,255 / Month

Closing Date: Friday, October 30, 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 general supervision; to provide a wide variety of nursing services in homes, clinics and other community sites; to serve as a case manager for high-risk clients; to coordinate specialized clinic activities; to provide preventative nursing services including health assessment, teaching, counseling and referral; and to do other work as required. **The list established from this recruitment will be used to fill positions for various County departments during the life of the eligible list.**

Trauma Informed Approach to Field Nursing (TIA) Home Visiting

Trauma Informed Approach to Field Nursing (TIA) serves pregnant clients and parent(s) of child(ren) who are 0-5 years old who could use additional support from a Public Health Nurse to improve their health and wellbeing as well as resolve a barrier to a social driver of health. Typically, these visits occur in the home but may occur in any location based upon the preference and needs of the client. Visits involve assessing the client's physical and mental health and medical needs, as well as identifying barriers to accessing medical services, and/or needed resources, working with the client to remove barriers to health, and providing mental health assessments for the parents and developmental screenings for the children. A defining characteristic of the TIA model is its foundational incorporation of Adverse Childhood Experiences (ACES) model and assessment. The overall goal of the TIA PHN is to assist vulnerable families in reducing the stressors that may lead to ACEs and in building resilience capacity.

Learn more about these rewarding career paths directly from our Public Health and Clinics Nurses watching the video below.

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

Two years of experience performing duties equivalent to a Public Health Nurse I 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. State and federally funded programs may contain additional specialized requirements. 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 public health nursing principles, methods and practices; community agencies and resources as related to public health nursing; epidemiological investigation, control and care of chronic and communicable diseases and illnesses, and handicapping conditions; technical nursing procedures, and medical terminology; normal and abnormal physiological development and behavior; community aspects of public health nursing; cultural, environmental, sociological and psychological differences and problems encountered in public health nursing; prevention, detection, reporting and treatment of child abuse and neglect; Federal and State laws and regulations governing public health programs; interviewing, counseling and teaching techniques; the literature and trends in public health and of the community aspects of public health nursing.

Ability to: Assess health care needs and develop and implement health care plans; learn to provide public health nursing services independently in homes, clinics and community sites; learn to serve as a case manager for high risk clients; communicate effectively in written and oral form; coach, counsel, teach and inform clients concerning public health issues; administer treatments and medications; learn to teach and supervise other health professionals and volunteers; deal with sensitivity to the needs of people with different cultural, environmental and social backgrounds; speak effectively before groups; analyze data, problem solve, and make logical decisions; write and prepare reports; establish and maintain effective working relationships with others; learn to input, access and analyze data using a computer terminal; assess health care, physical and psycho-social needs and develop and implement care plans; provide public health nursing services to high risk groups in homes, clinics and community sites; serve as a case manager for high risk clients; assess community health needs; teach and supervise other health care professionals and volunteers; assume a leadership role in community health programs; write and prepare a variety of statistical and other reports, records, and charts; 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 on 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, Suite 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, people of color, 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 II – 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. Can you provide an example of advocating for a patient's rights while respecting their autonomy, particularly among individuals experiencing homelessness?

2. Describe how you would establish trust and rapport with unsheltered individuals who may be wary of healthcare professionals. How would you maintain this relationship over time?

EMPLOYEE BENEFITS:

ANNUAL LEAVE - 22 days first year of service, 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.