



HARRIS COUNTY
Human Resource & Risk Management
Houston, TX 77002

<https://agency.governmentjobs.com/harriscountytx/default.cfm>
invites applications for the position of:

Director, Veterinary Public Health

An Equal Opportunity Employer

SALARY: Depends on Qualifications

OPENING DATE: 08/03/22

CLOSING DATE: 09/03/22 11:59 PM

POSITION DESCRIPTION:

About Harris County Public Health:

Harris County Public Health (HCPH) includes a network of more than 700 public health professionals working together to improve health outcomes for the third most populous county in the United States. HCPH provides a multitude of services such as medical and dental services, community programming, and health education for the approximately 2.3 million people in unincorporated Harris County. Through its core values of innovation, engagement, and health equity, HCPH strives to bring meaningful solutions to public health issues while keeping Harris County healthy and vibrant.

The Veterinary Public Health (VPH) Director is responsible for providing leadership, oversight, and operational management to the VPH Division. The VPH Director will lead the development & implementation of prevention and control efforts for zoonotic diseases as well as related animal issues especially as they impact the community's health (i.e., appoints HCPH Local Rabies Control Authority). The VPH Director will serve as a key member of the Harris County Public Health executive team.

Duties & Responsibilities

- Collaborates with the Office of Epidemiology, Surveillance and Evaluation.
- Develops robust and comprehensive system of zoonotic disease surveillance and analytics which allow for monitoring of local zoonotic diseases and their impact on human health.
- Develops and maintains effective working relationships with relevant local, state, and federal agencies.
- Responsible for the development and implementation of sound and effective zoonosis control plans.
- Assures all pertinent federal, state, and local laws and rules are interpreted and applied appropriately through VPH programming including in enforcement, field work, complaint response, etc.
- Serves as local Rabies Control Authority within Harris County to ensure optimal rabies control & compliance with rabies laws.
- Leads the development of implementation plans, execution of initiatives, and participation of VPH in aligning with overall organizational strategic efforts.
- Develops effective working relationships with professional organizations, humane societies, civic groups, media, governmental agencies, etc.
- Other duties as assigned.

Harris County is an Equal Opportunity Employer

<https://hrm.harriscountytx.gov/Pages/EqualEmploymentOpportunityPlan.aspx>

If you need special services or accommodations, please call (713) 274-5445 or email

ADACoordinator@bmd.hctx.net.

This position is subject to a criminal history check. Only relevant convictions will be considered and, even when considered, may not automatically disqualify the candidate.

REQUIREMENTS:

Education & Experience

- Bachelor's Degree in Public Administration, Public Health, Animal, Natural or Behavioral Science, or other related field
- At least seven (7) years of administration, management and or supervisory experience in veterinary public health, veterinary practice, shelter, or related field
- At least ten (10) years of Leadership experience

Physical Demands:

- Some sedentary duties and some duties would require lifting of heavy animals, bending stooping and long periods of standing/walking.

NOTE: Qualifying education, experience, knowledge, and skills must be documented on your job application. You may attach a resume to the application as supporting documentation **but ONLY information stated on the application will be used for consideration. "See Resume"** will not be accepted for qualifications.

PREFERENCES:

GENERAL INFORMATION:

Location:

- Harris County Veterinary Public Health (612 Canino Road, 77076)

Work Environment:

- This job operates in an animal shelter, animal clinic and professional office environment.
- This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines as well as medical equipment

Position Type and Typical Hours of Work:

- This is a full time position.
- 40 hours a week, as required.
- Some Saturday and Sunday "on-call" shifts may be required.

Core Competencies

- Ability to obtain and filter information, identify, and address key issues relevant to the achievement of strategic organizational goals
- Exceptional project management skills to manage a variety of projects simultaneously
- Positively influence all levels within the organization to drive change and enable effective coordination
- Ability to create strong, positive working relationships
- Previous experience building and managing high performance teams
- High-level of flexibility in fast-paced environments
- Must be a Systems-level thinker
- Proactive, self-motivated, and mission-driven
- Progressive, intrapreneurial leadership style to enable systemic change

Leading Change

- Creates strategic change within and outside the organization to meet organizational goals
- Develops new insights into situations, encourages new ideas and innovations
- Takes a long-term view and builds a shared vision with others, acts as a catalyst for organizational change
- Deals effectively with pressure; remains optimistic and persistent even under adversity.
- Recovers quickly from setbacks

Leading People

- Fosters an inclusive workplace where equity, diversity, and individual differences are valued and leveraged to achieve the vision and mission
- Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and providing opportunities to learn through formal and informal methods
- Fosters and inspires team commitment, spirit, pride, and trust.?
- Facilitates cooperation and motivates team members to accomplish group goals.
- Holds self and others accountable for measurable high-quality, timely, and cost-effective results
- Anticipates and meets the needs of internal and external customers
- Makes well-informed, effective, and timely decisions

Building Coalitions

- Develops networks and builds alliances, collaborates across boundaries to build strategic relationships
- Identifies external and internal politics that impact the work of the organization
- Interpersonal Abilities/Personal Characteristics
- Treats others with courtesy, sensitivity, and respect
- Behaves in an honest, fair, and ethical manner and models high standards
- Assesses and recognizes own strengths and weaknesses

Communication

- Communicates clearly, effectively, and persuasively both orally and in writing
- Writes in a clear, concise, organized, and convincing manner for the intended audience

Diversity, Equity, Inclusion

- Encourage a respectful and collaborative work environment that recognizes and celebrates diversity, equity, and inclusion
- Identify inequitable practices and policies and assist in implementing strategies to ensure equitable outcomes
- Demonstrate awareness and respect of cross-cultural differences and create inclusive programmatic solutions
- Practice cultural humility to build honest relationships with co-workers and the community that will ultimately enhance workplace culture and deliver better community health program

Employment may be contingent on passing a drug screen and meeting other standards.

Due to a high volume of applications positions may close prior to the advertised closing date or at the discretion of the Hiring Department.

Harris County has an Employment-at-Will Policy.

Employment is contingent on passing a criminal background check.

Upon receiving a conditional Offer of Employment, all applicants are screened for the presence of illegal drugs.

To view your detailed application status, please log-in to your on-line profile by visiting:
<https://www.governmentjobs.com/careers/harriscountytx>

1310 Prairie Street, Ste. 240
Houston, TX 77002

Position #08582
DIRECTOR, VETERINARY PUBLIC HEALTH
NA

employment@bmd.hctx.net

Director, Veterinary Public Health Supplemental Questionnaire

- * 1. Which of the following best describes your education as it relates to this position?
- ☐ High School Diploma or G.E.D. equivalent
 - ☐ Associate Degree
 - ☐ Bachelor Degree
 - ☐ Master Degree
 - ☐ Doctorate Degree
 - ☐ None of the Above
- * 2. If you selected a college degree in response to the previous question, which of the following disciplines best relates to your degree most relevant to this position?
- ☐ Public Administration
 - ☐ Public Health
 - ☐ Animal, Natural or Behavioral Science
 - ☐ Other Related Field
 - ☐ Unrelated Field
 - ☐ N/A; No Degree
- * 3. Please describe your educational background including level of education completed, area of study and completed major and minor programs.

- * 4. Which of the following best describes your verifiable years of administration, management and or supervisory experience in veterinary public health, veterinary practice, shelter, or related field? (To be considered, qualifying experience must be documented in your application's employment history)
- ☐ Less than seven years
 - ☐ Seven years, less than eight years
 - ☐ Eight years, less than nine years
 - ☐ Nine or more years
 - ☐ I do not have this experience
- * 5. Please provide details about your verifiable years of administration, management and or supervisory experience in veterinary public health, veterinary practice, shelter, or related field. DO NOT USE "Please see Resume" or "See Resume" (To be considered, qualifying experience must be documented in your application's employment history) Please include your (a) role(s), (b) types of organizations, (c) scope of duties and responsibilities If you do not have this experience, please type "None" in the space provided.
- * 6. Which of the following best describes your verifiable years of Leadership experience? (To be considered, qualifying experience must be documented in your application's employment history)
- ☐ Less than ten years
 - ☐ Ten years, less than eleven years
 - ☐ Eleven years, less than twelve years
 - ☐ Twelve or more years
 - ☐ I do not have this experience
- * 7. Please provide details about your verifiable years of Leadership experience. DO NOT USE "Please see Resume" or "See Resume" (To be considered, qualifying experience must be documented in your application's employment history) Please include your (a) role(s), (b) types of organizations, (c) scope of duties and responsibilities If you do not have this experience, please type "None" in the space provided.

* Required Question