



**CHIEF HUMAN RESOURCE OFFICER
SOUTHERN NEVADA HEALTH DISTRICT**



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POSITION IN BRIEF

The Southern Nevada Health District seeks an experienced, collaborative human resources leader to serve as its next Chief Human Resource Officer (CHRO). The position is responsible for developing and executing human resource strategies that support the strategic direction of the organization, specifically in the areas of talent attraction and management, succession planning, change management, organizational and performance management, training and development, and compensation. With a diverse workforce of approximately 800 full-time and 50 part-time employees, the next CHRO must be a proven collaborator and skilled manager who is as comfortable developing and implementing innovative human resources initiatives as they are working with union leadership on complex issues.



THE ORGANIZATION

The Southern Nevada Health District is one of the largest local public health organizations in the United States. The Health District serves more than 2.3 million residents, which represents 72 percent of Nevada's total population. The Health District is also responsible for safeguarding the public health of more than 42.5 million visitors to Las Vegas each year. The role of public health also includes oversight and participation in areas such as bioterrorism, disaster, and emergency preparedness.

The Health District is governed by an 11-member policymaking board composed of two elected officials each from the Board of County Commissioners and from the largest city in Clark County (City of Las Vegas); one elected representative from each from the four remaining jurisdictions in the county (Boulder City, Henderson, Mesquite, and North Las Vegas); and three at-large members selected by the Board. The Board appoints a District Health Officer who oversees the operations of the organization.

The Health District offers services and provides regulatory supervision that impacts the public every day – from the food they eat and the water they drink, to the public establishments they visit, the businesses they operate and the requirements they must meet in order to work in industries such as food service and childcare. The dedicated professionals in the organization work in six divisions: Community Health, Disease Surveillance and Control, Environmental Health, Primary and Preventative Care, Federally Qualified Health Centers, and Administration. From direct medical care to health inspections and permitting, the Health District recruits and supports employees across a wide range of skills and credentials. There are two collective bargaining units representing the majority of Health District employees.

The Chief Human Resource Officer serves on the Health District's leadership team and attends regular meetings to discuss and develop strategies to support the work of the organization. The Human Resources department supports and partners with the organization's departments and divisions by providing services including benefits, recruitment and selection, workers compensation, classification and compensation, HRIS, labor and employee relations and employee recognition and engagement. The CHRO is a working manager who is closely involved in the work of the department, which consists of 21 FTEs. For additional information about the Southern Nevada Health District go to www.SNHD.info.



LIVING AND WORKING IN SOUTHERN NEVADA

Meaning "the meadows," Las Vegas, Nevada is surrounded by mountains and desert, providing year-round spectacular scenery and a warm climate. The Southern Nevada area has many progressive communities with strong financial bases and one of the lowest tax environments in the United States. Entertainment and gaming are a large part of the history and economy of Clark County, the fifth largest county in the United States, attracting over 42.5 million tourists visit annually. Because of its affordable living, plentiful job opportunities, higher education, and great weather, Las Vegas is a Southwest hot spot for students, singles, young professionals, families, and retirees alike.

Southern Nevada is a diverse community, both culturally and ethnically. Congregations of more than 60 faiths and over 600 places of worship are found throughout the community. There are a variety of opportunities for families looking for the right school for their children. Southern Nevada has public, private, charter and magnet schools serving its youth. The Clark County School District (CCSD) provides public education for kindergarten through grade 12 students and offers a wide range of programs to meet the broad spectrum of students' educational needs. Many of the CCSD schools are also top performers. Institutions of higher learning in the region include the University of Nevada, Las Vegas (UNLV), including its School of Medicine, Touro University, Nevada State College, and the Desert Research Institute.

Southern Nevada residents enjoy a host of sporting and recreational activities in the area including skiing, diverse hiking opportunities, water sports at nearby Lake Mead, and easy access to spectacular state and national parks like Hoover Dam, the Grand Canyon, Mount Zion, Brian Head Resort, and Bryce Canyon. Locals enjoy excellent golfing facilities and competitive sports. Creative parks and abundant pedestrian/bicycle trails contribute to a great quality of life for residents.

The region also boasts a thriving culture of celebrating the arts. The Smith Center for the Performing Arts, located in Downtown Las Vegas, is a five-acre performing arts center consisting of three theaters and home to the Las Vegas Philharmonic and Nevada Ballet Theatre. In addition to featuring international music and dance companies, The Smith Center also has a stylish and intimate 240-seat cabaret jazz venue featuring singers from Las Vegas and Broadway's most popular shows.





MAJOR OPPORTUNITIES AND CHALLENGES

- The Health District seeks to enhance its employee engagement initiatives to improve employee satisfaction and increase retention. The next CHRO should have experience analyzing employee data, interacting collaboratively with employees and bargaining units, and developing and measuring targeted employee engagement initiatives.
- The Health District has grown from a budget of \$76 million in 2019 to a current budget of \$179 million, reflecting a large increase in grant funding. Its payroll has increased by \$10 million during that period. The Human Resources Department is continually challenged to meet recruitment needs of departments in difficult to recruit positions such as nurses, clinical staff physicians and medical epidemiologists. The successful candidate should be well versed in innovative recruitment practices and process improvement to make additional inroads in this area, as well as developing employee retention strategies.
- With ongoing labor shortages, the organization is looking for a leader who can also assist in developing strategies to improve the Health District's succession planning efforts to help prepare current employees for future advancement.
- The labor contracts with SEIU Local 1007 (supervisory and non-supervisory bargaining units) expire in June 2024 and negotiations with the labor groups will begin in the coming fiscal year. The next Chief Human Resource Officer will use their collective bargaining experience to prepare for and lead the coming negotiations. Experience with interest-based bargaining a plus.
- The Department utilizes NeoGov for applicant tracking and other functions. The next CHRO will be responsible for reviewing and improving recruitment, selection, onboarding and orientation processes, maximizing the use of this product and other technologies. The CHRO will also be charged with reviewing and updating policies and procedures in support of these improvements.
- The Department has recently added a Training and Development section with the goal of making it a highly influential center of excellence for leadership and career enhancement training. The CHRO will be responsible for providing a strategic vision and oversight for the new section and develop ways to measure its effectiveness.
- The organization has set a goal of revamping the New Employee Orientation and Onboarding process to enhance the new employee experience.

IDEAL CANDIDATE

Exciting challenges and opportunities to work with dedicated public health heroes await the Southern Nevada Health District's next Chief Human Resource Officer. The following education, experience, management style and personal traits have been identified as the ones the successful candidate should possess.

- Bachelor's Degree in Human Resource Management, Public Administration, Business Administration, Industrial Relations or a closely related field. A master's degree in a related field is preferred, but the Health District may consider an equivalent combination of related training and experience.
- Ten (10) years of professional level experience in human resources management, with a minimum of five (5) years of executive human resources experience. Labor relations and collective bargaining experience required. Government experience is strongly preferred. Advanced certification from IPMA-HR or SHRM strongly preferred.
- A strategic thinker with knowledge of current human resource administration issues; federal state and local laws related to labor, employment, wages and benefits; wage and salary administration, position classification, recruitment, training and development; and benefit administration.
- A professional with skills in effective communication, coaching, and training; resolving conflicts and gaining cooperation among competing interest groups; establishing and maintaining effective working relationships at all levels; and technical proficiency with HRIS systems.
- Considerable experience in collaborating with executive leadership and staff on employee issues and a desire to pursue modern management concepts, human resources best practices, and innovative strategies/techniques.
- A leader who promotes a welcoming environment for current and potential employees, who maintains confidentiality, and who does what is best for the organization.
- Successful candidate must have a valid U.S. driver's license.

MISSION OF SNHD:

To assess, protect and promote the health, the environment and the well-being of Southern Nevada communities, residents, and visitors.





COMPENSATION AND BENEFITS

The expected hiring range for the Chief Human Resource Officer position is \$155,000 - \$170,000 DOE (the full salary range is 122,382 - \$195,812). A highly competitive benefits package includes:

- 100% employer-paid health insurance for employee and competitive contribution to dependent premiums. Dental and vision plan options, plus 100% employer paid life insurance, AD&D, and long-term disability.
- Participation in the Nevada Public Employees Retirement System (NVPERS), with the Health District paying 100% of the employee's contribution (vested after 5 years). A voluntary deferred compensation plan is also available.
- No deductions or participation in Social Security.
- \$400 per month vehicle allowance.
- Flexible schedule, including an option for 4-10's plus some remote work ability.
- Generous leave accruals.
- No state income tax.
- Relocation reimbursement.

HOW TO APPLY

Apply online at www.GovHRjobs.com by November 1, 2023, with resume, cover letter, and contact information for five (5) professional references. Electronic submissions are required. Final interviews will be conducted in person the week of December 11. Questions should be directed to Mary Jacobs, Executive Vice President, GovHR USA at (520) 249-3290.



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