

The County of San Mateo  
*invites applications for the position of*

# ASSISTANT CHIEF INFORMATION OFFICER SAN MATEO COUNTY HEALTH



**SAN MATEO  
COUNTY HEALTH**  
All together better.

# THE POSITION

San Mateo County Health seeks qualified candidates for the new position of Assistant Chief Information Officer. San Mateo County Health (SMC Health) is a forward-thinking, innovative public health and healthcare delivery organization. We are looking for an Assistant Chief Information Officer (ACIO) to join our stellar team to lead our work to modernize, maintain, and optimize health information systems to ensure healthcare information technology (HIT) enables the highest quality service for our patients and clients.

Reporting to the SMC Health Chief Information Officer, the ACIO will support the realization of our HIT vision, goals and

initiatives that support the mission of SMC Health – to help everyone who lives, works, plays, and studies in San Mateo County live longer, better lives.

We expect the ACIO to be both a thought leader and an operations executive to lead the life cycle management of numerous application platforms, both locally and cloud hosted. The ACIO will collaborate with other leaders at the highest level of the HIT organization and will manage a team of professionals who are accountable for the delivery of HIT services to over 2,500 staff at over two dozen locations across San Mateo County.

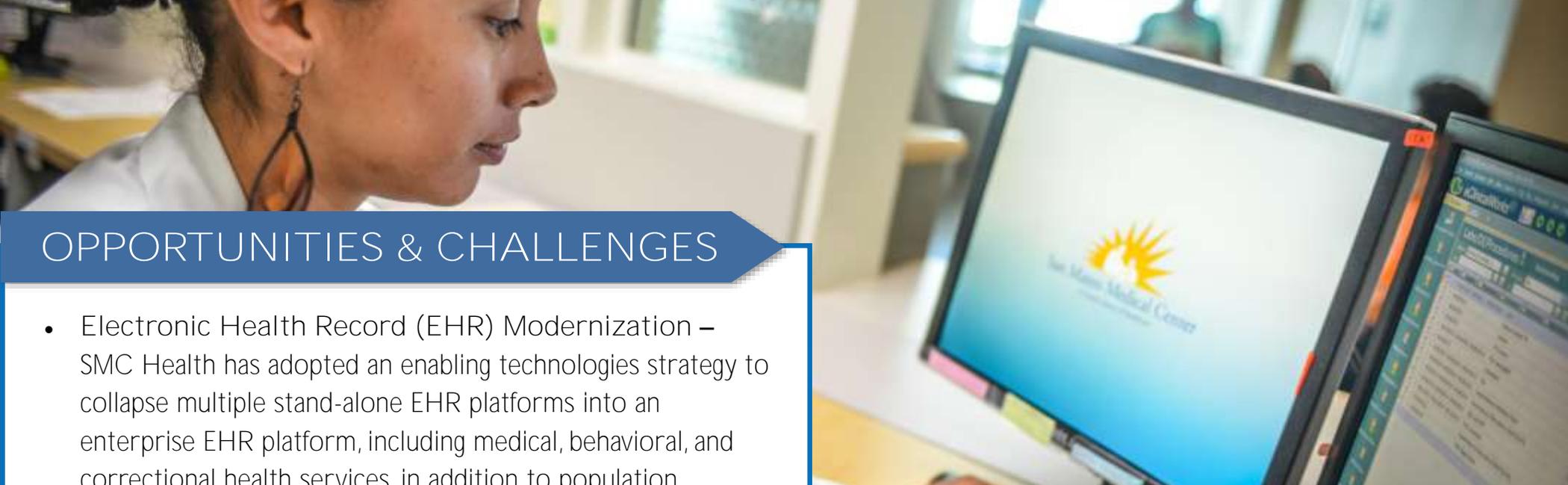
# HEALTH I.T.





## IDEAL CANDIDATE

- A passionate leader committed to the mission of SMC Health, who can work with other division leaders to develop and optimize HIT solutions that deliver an outstanding user experience and enable the highest quality service to our patients and clients.
- An informed technologist with extensive experience in healthcare information systems who can develop a multi-year roadmap to match changes in the business of healthcare to the optimal HIT solutions to meet those needs.
- A proven program manager with a strong track record of project implementations where traditional measures of schedule and budget adherence were met, but more **importantly where the customer's measures of success** were achieved.
- A creative problem-solver who uses lean principles to solve issues to their root cause and applies solutions to those problems that preclude their recurrence.
- A collaborator and consensus builder who can work effectively with a variety of internal and external stakeholders to align business needs with investments in technology.
- An effective communicator and educator who can articulate the alignment of Health Information Technology performance goals to county shared vision to staff and customers.
- A quick and clear thinker, calm under pressure and tactful in resolving challenging issues.
- An experienced, respected, and thoughtful manager who is committed to developing the skills and capabilities HIT staff and creating an environment of high performance.
- At least ten years of increasingly responsible experience performing duties related to information services systems and technology management in a large, complex healthcare organization, including at least five years of experience in a senior level administrative or management leadership position.



## OPPORTUNITIES & CHALLENGES

- Electronic Health Record (EHR) Modernization – SMC Health has adopted an enabling technologies strategy to collapse multiple stand-alone EHR platforms into an enterprise EHR platform, including medical, behavioral, and correctional health services, in addition to population management capabilities, robust analytical capabilities, and enterprise registration and scheduling tools. We currently use tools from Cerner, Netsmart, Picis, eClinicalWorks, and 3M.
- San Mateo County Connected Care – SMC Health recently became a Health Information Organization (HIO) and is expanding to serve our community with regional health information exchange (HIE) capabilities. We are focused on incorporating social determinants of health from our social services program as well as establishing alerts and triggers to automate the sharing of information between our information trading partners.
- Organizational Optimization – The HIT organization is bringing together several application management teams to form a larger application management organization. Many opportunities exist to design and lead this business unit that is responsible for dozens of information systems that serve all divisions of SMC Health.

## QUALIFICATIONS

- Education and Experience: Any combination of education and experience that would likely provide the required knowledge, skills and abilities is qualifying. A typical way to qualify is:
- Education: A bachelor's degree from an accredited college or university in information sciences, healthcare administration, or related disciplines.
- Experience: At least five years of increasingly responsible experience performing duties related to information services systems and technology management in a large, complex healthcare organization, including at least two years of experience in a senior level administrative or management leadership position.

For more information about the Assistant Chief Information Officer-SMC Health position please review the job classification online at <https://www.governmentjobs.com/careers/sanmateo/classspecs/5623>

# SAN MATEO COUNTY

San Mateo County, located in the heart of the San Francisco Peninsula, offers residents and visitors a wide range of recreational options, economic opportunities and numerous attractions. The County has a diverse, multi-cultural citizenry who enjoy the cosmopolitan ambiance, temperate climate, clean air, and beautiful bay and ocean views. Over 75% of the County is dedicated open space or agricultural land, with many acres devoted to federal, state and county parks.

## SAN MATEO COUNTY HEALTH

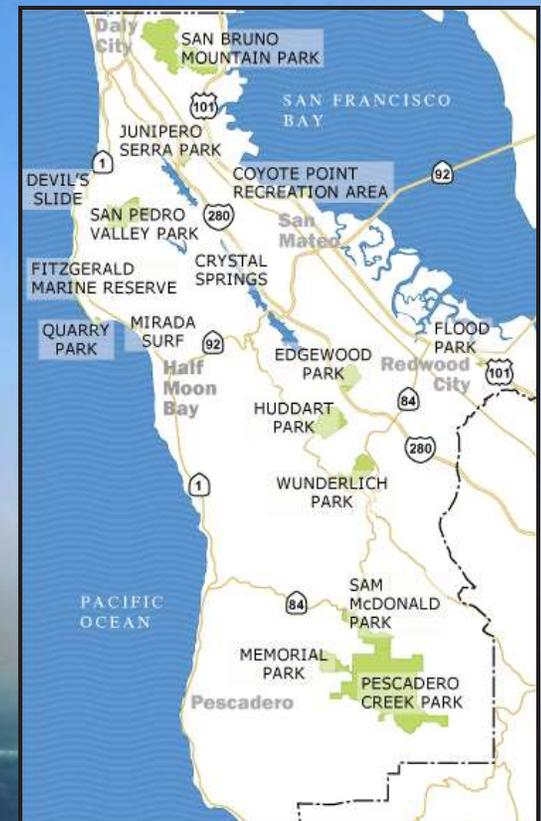
San Mateo County Health is one of 16 public health systems in the state of California. Our mission is to help everyone in San Mateo County live longer better lives. San Mateo County is a 744-square mile area stretching from Daly City to East Palo Alto and past Pescadero. More than 760,000 people live here. San Mateo County Health (SMC Health) administers public health programs and provides clinical and supportive services to the community. SMC Health protects the public by regulating harms that could cause disease, informing advocacy to achieve healthier communities, and preventing the spread of disease. SMC Health is also a safety-net provider with a long history of innovation in healthcare delivery. We serve approximately 100,000 patients/clients annually through comprehensive prevention and treatment programs and services supporting medical, behavioral, social, and environmental determinants of health.

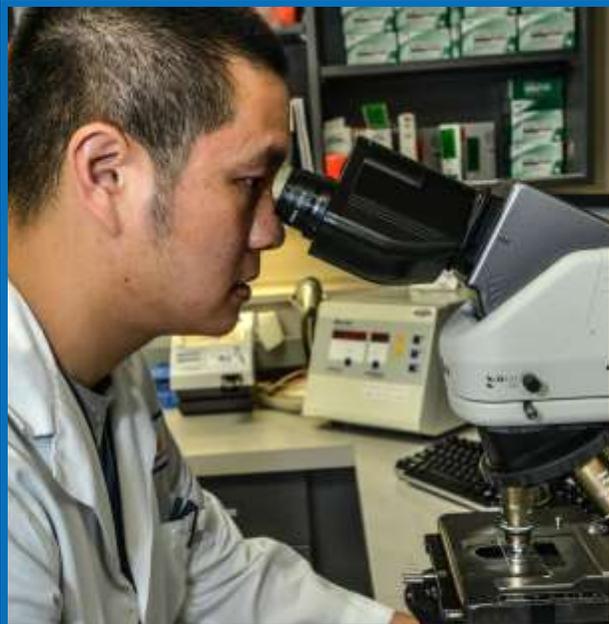
We strive to protect and promote the health of everyone in San Mateo County by working to prevent diseases before they occur, treating behavioral and physical conditions, and monitoring the environment and the health of our community.

SMC Health comprises the following divisions and teams: Aging and Adult Services, Behavioral Health and Recovery Services, Communications, Correctional Health Services, Emergency Medical Services, Environmental Health, Family Health Services, Health Administration, Health Coverage Unit, Health Information Technology, the LEAP Institute, Public Health Policy & Planning, and San Mateo Medical Center.

**The Health Information Technology organization's purpose is to guide San Mateo County Health from great ideas to outstanding HIT solutions that support our mission.**

For more information regarding San Mateo County Health, please visit our website at [www.smchealth.org](http://www.smchealth.org).





## WHAT WE OFFER

The annual salary for this position is \$159,244.80-199,076.80. The County offers a competitive total compensation package including benefits available to spouses, domestic partners, and other dependents. For information regarding the comprehensive and generous benefits package\* please visit <https://hr.smcgov.org/management-benefits-summary> and <https://hr.smcgov.org/Employee-Benefits-Guide>.

### Paid Leave

- 13 vacation days/year, additional days added with years of service
- 12 paid holidays/year
- 130 hours/year of Administrative Leave for Managers; can be taken as time off or 50% of balance cashed out.

### Health & Wellness

- 3 Medical Plans
- 2 Dental Plans
- Vision care paid by County
- Long Term Disability and \$50k Basic Life Insurance paid by County; variety of Supplemental Insurance options available
- Employee Wellness Program

### Work/Life Programs

- Commute Alternatives & Transit Subsidies
- Concern EAP (Employee Assistance Program)
- First Time Homebuyer
- Tuition Reimbursement
- FSA & Dependent Care Assistance

### Retirement

- Pension benefit through County Retirement System
- Health Benefits for Retirees
- Deferred Compensation Plan
- Retirement Reciprocity

*\*Benefits described herein do not represent a contract and may be changed without notice.*

## Recruitment Schedule

Open Recruitment: .....April 11, 2019  
Close Recruitment: ..... May 13, 2019  
Application Screening: ..... May 15, 2019  
Tentative Panel Interviews: .....May 29 and/or 30, 2019

## HOW TO APPLY

To apply, answer the following questions by using the County's online application system by May 13, 2019. Applicants must also upload their resume and cover letter with their online application.

Supplemental questions:

1. Share a specific experience where you were given the opportunity to lead a significant IT or healthcare project. Describe how you 1) synchronized your role with the business sponsor, 2) assembled your team, 3) managed the work, and 4) measured success.
2. Describe a situation where you disagreed with your manager. What was the situation? How did you communicate your point of view? What did you do to reach a meaningful resolution?
3. Consider a challenging problem you have faced as a leader. How did you 1) assess the situation, 2) analyze the current state, 3) identify the root cause, and 4) create a process to test and implement a solution that prevented a recurrence of that problem.

[Apply online at: https://jobs.smcgov.org](https://jobs.smcgov.org)

For questions, please contact Lucy Fung at [lfung@smcgov.org](mailto:lfung@smcgov.org)

MEDICAL CENTER

