



# HEALTH COMMISSIONER

---

CITY OF MINNEAPOLIS, MINNESOTA



PUBLIC SECTOR EXECUTIVE RECRUITMENT



## THE COMMUNITY

Minneapolis, Minnesota is a diverse, progressive city of 435,715 residents, and the heart of cultural and economic activity in the Upper Midwest. Lying along both banks of the Mississippi River, Minneapolis is the largest city in the state and serves as the county seat for Hennepin County. Minneapolis-Saint Paul International Airport is located 12 miles from downtown Minneapolis, offering non-stop service to over 150 destinations in 18 countries and easily accessible via light-rail transit line. Along with adjoining Saint Paul to the east, Minneapolis is part of the Twin Cities Metropolitan Area with a total population of 3.65 million.

Minneapolis' local economy has a robust and diverse economic base. The city is home to more Fortune 500 companies per capita than anywhere else in the world, and hosts several of the world's largest private companies. A global leader in medical technology innovation, commercialization, and manufacturing, Minneapolis boasts innovation across multiple industries, from software to renewable energy. The city also has one of the highest concentrations of banks and financial talent in a major metropolitan area.

Minneapolis and surrounding areas offer multiple opportunities for year-round outdoor recreation, from festivals and open-air concerts in summer to ice fishing and cross-country skiing in winter. The city has repeatedly ranked as having one of the best park systems in the United States, with almost 7,000 acres of parkland, 22 lakes, and more bicycling trails per square mile than anywhere else in the country. The shores of Lake Superior make for an easy weekend getaway, along with multiple national park sites around the state for those who enjoy hiking, boating, snowmobiling, and camping.

Visitors flock to the city from around the country to see Broadway shows in the dynamic Hennepin Theatre District, shop at the Mall of America in the nearby suburb of Bloomington and attend major sporting events at several world-class stadiums. Minneapolis has a strong creative community with internationally recognized art museums and an abundance of performing arts theaters and music venues. The city's bustling downtown is connected via Skyway, a 9.5 mile second-level enclosed pathway connecting 80 city blocks and allowing for easy, climate-controlled access to downtown businesses, restaurants, stadiums, hotels, and more.

Minneapolis K-12 students are served by Special School District Number 1, which administers about one hundred public schools. Minnesota students have school choice options by law, which include open enrollment, charter schools, and approved public online schools. The Twin Cities area is also home to 16 college and universities.

With its abundance of green space, cultural opportunities, and flourishing economy, Minneapolis is a top destination to live, work, and play. Learn more about the city at [Meet Minneapolis](#).

## THE ORGANIZATION

The City of Minneapolis operates under an Executive Mayor-Legislative Council form of government. The mayor is the chief executive officer over departments. The City Council is the legislative body that adopts local laws, makes policy, and oversees programs. The mayor and 13 City Council members from individual wards are elected for concurrent four-year terms. The city employs over 4,000 full time employees. Click to view the city's [2022 Council Adopted Budget](#).

## THE DEPARTMENT

The City of Minneapolis Health Department provides a wide range of services designed to improve the quality of life for all Minneapolis residents and visitors. With the support of more than 100 Full Time Equivalents and a \$14,755,668 budget in five divisions, the department develops and administers educational programs, recommends policies, promotes health care equity, implements programs to protect the environment and prevent diseases and injuries, and promotes healthy behaviors.

**Administration/Assurance:** Establish the foundation of public health that supports the department's strategic goals. Focus Areas - Maternal, Child and Adolescent Health, Emergency Preparedness, Epidemiology, Research and Evaluation, Opioid Prevention, Homelessness Response.

**Policy and Community:** Manage community health programs and support policymaking that promotes health for all. Focus Areas - Healthy Living and School Based Clinics.

**Sustainability:** Identifies and meets community needs without sacrificing the ability of future generations to meet their own needs by balancing environmental, economic, and social (equity) concerns. In Minneapolis, this is defined as Living Green, Living Healthy, and Living as a Community.

**Environmental Programs:** Protect public health and the environment from the adverse effects of pollution. Focus Areas - Healthy homes, lead hazard control programs, and environmental services.

**Environmental Health:** Rules and regulations for food, lodging, pools, and other businesses. Focus Areas – 7,000 health inspections per year (Food businesses, hotels and motels, public pools, body art businesses, laundry and dry-cleaning businesses, tanning businesses), investigate complaints and outbreaks, review construction plans for new and remodeling food businesses, issue body art and food permits for public events.



## VISION

Healthy lives, health equity, and healthy environments are the foundations of a vibrant Minneapolis now and into the future.

## MISSION

The Minneapolis Health Department improves the quality of life for all people in the city by protecting the environment, preventing disease and injury, promoting healthy behaviors, and creating a city that is healthy place to live, work, and play.

## VALUES

Our values are the foundation our work, and describes how we work together as a department, within city government, and with the community. These values inspire and challenge every employee to live the principles to which we hold ourselves accountable:

- Invest in a healthier and more equitable community
- Exercise leadership in public health
- Practice continuous improvement
- Protect from harm





## THE POSITION

Reporting to the Mayor through the City's Operations Officer, the Health Commissioner is an appointed position that provides visionary and proactive senior leadership for all programs and services relating to Public Health, Children and Families services throughout the Minneapolis community. This may include assessment of health needs, program and policy development, assurance of outcomes associated with programs, collaboration and cooperation with health providers and federal agencies, and implementation of all agreed-upon programs as provided under the Minneapolis City Charter. Other responsibilities of the Health Commissioner include:

- Evaluate existing local, state, and federal programs and services to address public health, children and family needs of the City, manage approved or new funding streams for programs and services, ensures that employees in the department have the skills, training, and credentials to successfully collaborate with private and/or public health services providers, business, industry and children and families human services entities, and identifies opportunities to expand and/or enhance response to needs, including new, revised or expanded programs or services to meet the ever-changing needs of the community.
- Advocate for the most under-served populations who have the greatest needs for services and programs.
- Develop a new department model that will identify and recommend City-wide policy options for consideration by the City Council/Board of Health that will improve the quality of life for residents.
- Build and sustain effective collaboration among external organizations, governmental officials, advisory and community groups and professional and trade associations to help shape public policy, regulation, programmatic, and community response for the public good.
- Lead workforce development recruitment, development, retention, promotion, while inspiring members of the teams to deliver the highest level of services.
- Develop, implement, and manage the dissemination and adherence to the departments mission, vision, goals and objectives, roles, functions, and programs to residents.
- Develops and implement long range strategic objectives that consider local, state, and national trends, challenges, issues, and opportunities.
- Research and identify specific needs associated with each neighborhood and support the division or unit responsible for developing and delivering a plan in concert with elected officials and other City department heads to propose the most effective methods to meet identified needs.
- Prioritize funding to ensure that crucial functions and programs are properly funded and assure fiscal accountability.
- Review the organizational and administrative structure to ensure that it promotes a firm change of command, open lines of communication, consultative decision-making, management standards, and accountability.

# LEADERSHIP OPPORTUNITIES

The Health Commissioner will lead programs and services designed to protect, safeguard, enhance and continuously improve the overall public health of Minneapolis residents, families, and workers. Additionally, the Health Commissioner will have an opportunity to promote health equity, establish guidelines for citywide initiatives designed to improve the health and wellbeing of all residents, and support the city's objectives. As such, the Commissioner will have an opportunity to impact:

- **Organizational Effectiveness.** The new Health Commissioner will have an opportunity to review the overall structure and service delivery model of the department ensure that programs, services, and initiatives are consistent with established mission, vision, values, and goals.
- **Performance Measures.** The new Health Commissioner can model, facilitate, and encourage professional values and ethics that supports the City's mission by way of measurable outcomes that translates policies into measurable program and service outcomes.
- **Innovation and Empowerment.** The next Health Commissioner is an outstanding listener who will carefully consider the views, opinions, ideas, and perspectives of other leaders in the department to ensure that the City of Minneapolis is a model Public Health Program in the nation.
- **Executive Presence, Visionary Leadership.** The individual selected will bring immediate credibility to the department, based on an impeccable reputation as a public health expert, and based on this individual's ability to inspire trust, character and competence in all programs and services.
- **Employee Recruitment, Training, Development, Engagement and Promotion.** The new Health Commissioner will offer exceptional leadership that inspire and encourage employees to have an opportunity to use proven methods of situational awareness, workforce development, organizational culture, and team engagement to ensure the effectiveness and efficiencies of the department.



# DESIRED CAPABILITIES

The City desires to hire an accomplished leader with a verifiable record of leading comprehensive community-based health and wellness programs and services and with the ability to make data-driven decisions. The next Health Commissioner will lead a skilled team of professionals in an evolving and ever-changing environment and will collaborate with other health and wellness agencies to develop, deliver, and continuously improve services to the residents of Minneapolis. The selected individual will have substantial health management experience, be comfortable working with highly diverse communities and a heavily involved and engaged citizenry, and can build, maintain, and when necessary, repair relationships with internal and external stakeholders, including community, city, county, and state level officials. Additionally, the Health Commissioner will possess:

- **Leadership Excellence and Community Health Expertise.** The new Health Commissioner will bring a high level of competence and familiarity with various principles of modern public health administration and expertise coupled with a record of successfully implementing practical and theoretical programs based on biostatistics and evidence-based practices, which enables the Commissioner to confidently support and defend city programs and initiatives with diplomacy, while effectively, efficiently and professionally dealing with divergent perspectives or viewpoints.
- **Exceptional Analytic, Oral Presentation and Written Communication Skills.** The Health Commissioner will be able to communicate clearly, effectively, and efficiently with individuals at all levels, and from diverse backgrounds, in a straightforward, trustworthy, and pragmatic manner.
- **Excellent Leadership and People Skills.** The Health Commissioner will demonstrate an outstanding ability to guide staff through process, or mission critical service delivery adjustments and/or changes within the department, including cultural shifts, while masterfully championing excellence, “best practice” and common values.
- **Outstanding Ability to Lead and Implement Best Practices in Public Health.** The new Health Commissioner will have a keen understanding of the multi-faceted impact and implications of racial disparities in health and will work diligently to develop, implement, champion, and continuously improve healthcare access to all members of the community.
- **Public Health Policy Expertise.** The Health Commissioner will possess an elevated level of understanding of prevention-focused public health practice and their application to local, state, and federal policies, rules, laws, and regulations.
- **Program Self-Sufficiency.** The new Health Commissioner will establish an ambitious campaign to identify alternative funding sources for innovative programs and services that impact the overall health and wellness of the entire community.



## EDUCATION AND EXPERIENCE

The City desires to hire a highly skilled, well-respected, accomplished health professional who offers a proven record of effectively leading professionals to achieve established goals, while efficiently managing programs, projects, and initiatives to meet organizational objectives and goals. This individual will possess at least a master's degree in Public Health, Health Administration, Biology, Chemistry, or a closely related health field, and a minimum of ten (10) years related professional experience managing a large multi-service organization with a health focus. Experience working with a municipal government organization desired, but not required. The selected finalist must have or be eligible to secure a Minnesota Driver's License within 90 days of employment. Experience effectively leading teams, and managing public health response, programs, and related initiatives, including physical and mental health, food safety security and systems, drug addiction treatment and prevention, and responding to the Covid-19 pandemic are highly desired.

## COMPENSATION AND BENEFITS

The City of Minneapolis offers a market competitive salary, depending on qualifications, and comprehensive benefits package that includes medical, dental, life, and disability insurance.

Additionally, the city offers Health Reimbursement Account (HRA)/ Voluntary Employees' Beneficiary Association Plan (VEBA)

spending accounts, a telephone allowance, paid vacation, holidays,

sick leave, parental leave, and the opportunity to participate in the Public Employee Retirement Association (PERA). Qualified employees may also participate in the Minnesota State Retirement System (MSRS).

Relocation assistance may be available.



## APPLICATION AND SELECTION PROCESS

To apply for this outstanding career opportunity, please apply and submit your cover letter and resume at:

<https://www.governmentjobs.com/careers/bakertilly>

This announcement will remain posted until the city fills this vacancy. We encourage interested applicants to apply on or before the posted first review date of October 6, 2022. After this date, a review team will evaluate all applications against the qualifications listed in this brochure and may ask a select few to complete additional evaluations, which may include a one-way video interview. For more information, please contact Edward Williams at [edward.williams@bakertilly.com](mailto:edward.williams@bakertilly.com) or (214) 842-6478.

The City of Minneapolis is an Equal Opportunity Employer and values diversity at all levels of its workforce.



2500 Dallas Parkway, Suite 300

Plano, TX 75093

(972) 748-0300

[bakertilly.com](http://bakertilly.com)