



# DIRECTOR OF PUBLIC HEALTH

City of Corpus Christi, TX





## The Community

Located along the Gulf of Mexico, Corpus Christi is a vibrant coastal city with a population of approximately 320,000. Known for its stunning beaches, warm climate, and rich cultural heritage, it is one of Texas' largest cities, offering a dynamic mix of urban amenities and small-town charm. The community boasts a strong economy driven by industries such as energy, tourism, and maritime commerce, along with a growing focus on sustainability and innovation. With an affordable cost of living, excellent schools, and a variety of recreational opportunities, including water sports, nature preserves, and a thriving arts scene. Corpus Christi is an ideal place to live and work!

## Government

Corpus Christi has a Council-Manager form of local government. The City Council is composed of the Mayor, one Member from each of the five Council Districts, and three At-Large Councilmembers. The citizens elect each Councilmember to a two-year term. Five Councilmembers constitute a quorum, which is required to conduct City business. The Council appoints the City Manager, City Secretary, City Auditor, and Municipal Court Judges.

The City Manager serves as the organization's chief executive officer and is responsible for the city's day-to-day management, operations, and hiring of City employees, including the executives (Assistant City Managers, Directors, Assistant Directors). The City Manager is tasked with implementing the council's decisions, managing a \$1.8 billion operating and capital budget, and overseeing 4,100 employees.

# The Position

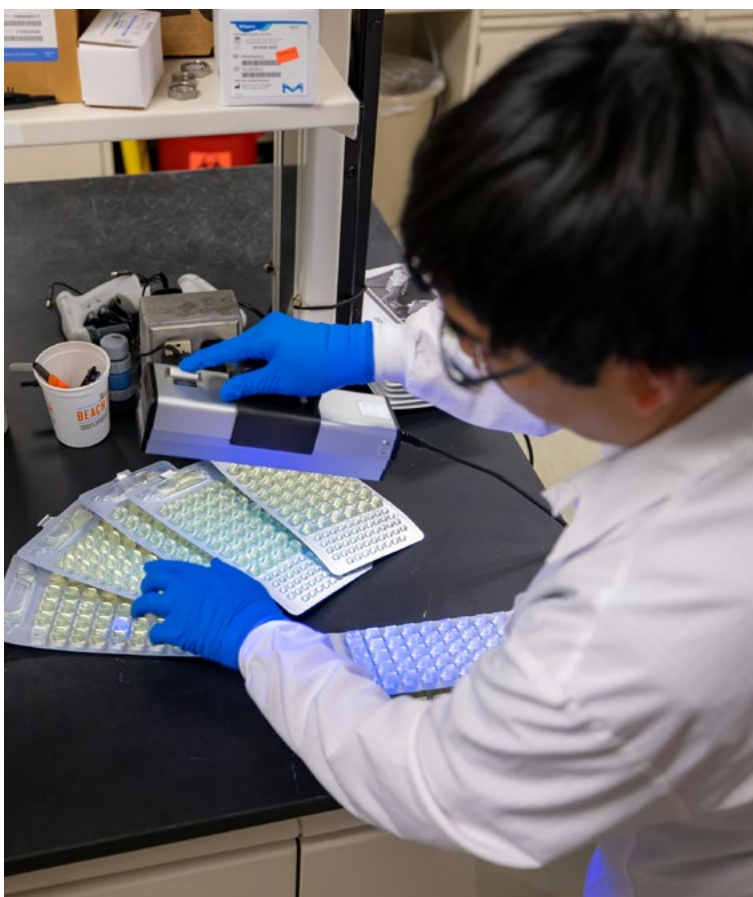
The vision of the Corpus Christi Nueces County Public Health District (CCNCPHD) is to enhance the overall health and quality of life for residents by implementing preventive and responsive public health strategies. The district aims to address social determinants of health to eliminate disparities and achieve health equity. The Director will lead CCNCPHD in collaboration with local, state, and national partners to turn this vision into reality.

The Director of the Public Health District manages a team of approximately 109 employees dedicated to improving and protecting the health and well-being of residents in Corpus Christi and Nueces County. The Director oversees an annual budget of about \$25 million sourced from local, state, and federal funding. This role includes managing a wide range of programs that serve the 350,000 residents of Corpus Christi and Nueces County.

These programs encompass essential public health services such as mosquito and vector control, epidemiology (including disease surveillance and emerging diseases), environmental public health (such as food safety and inspections), community health and wellness initiatives (including Women, Infants & Children programs, disease prevention, and direct preventive services), outreach, education promoting healthy behaviors, and public health preparedness and response. Additionally, the Director is responsible for leading the public health response during crises, such as outbreaks of infectious diseases or other public health emergencies.

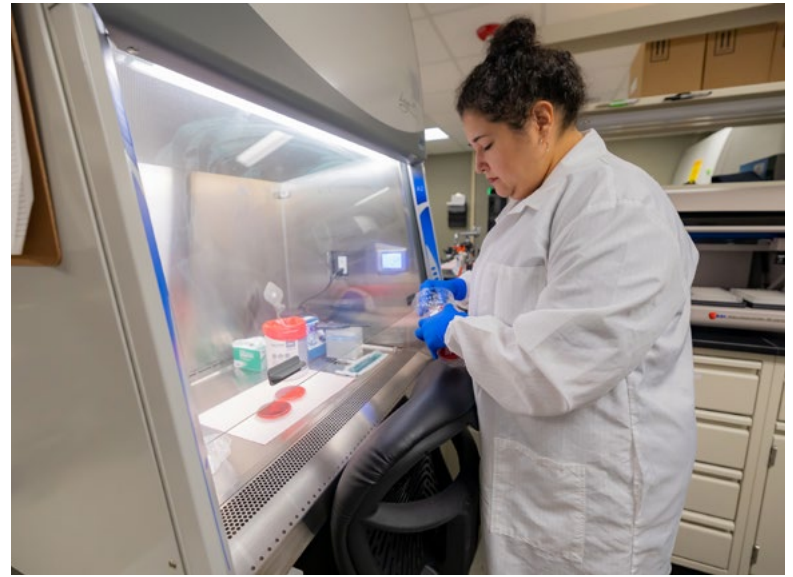
# Education and Experience

Qualified applicants will have a Doctor of Medicine (MD), Master of Public Health (MPH), or other directly relevant degree(s) from an accredited college or university, in addition to at least ten (10) years of full-time, paid, professional experience in public health or the healthcare system with a documented progression in job responsibilities, including team building and management, high-level decision-making, budget management, service delivery, and community engagement, and at least five (5) years' experience managing a large team with a broad span of control and multiple direct reports.



## Duties and Responsibilities:

- Focus is on identifying emerging issues and strategic opportunities that can support new public health initiatives, as well as scaling up existing initiatives aimed at addressing social determinants of health. The goal is to reduce racial and ethnic disparities in health outcomes in Corpus Christi and Nueces County.
- Manages over 109 department personnel, including training, hiring and firing, monitoring work performance, delegating appropriately, and conducting performance evaluations. Ensures team members are aligned and conducting their work in compliance with all relevant best practices, policies, procedures, rules, and laws.
- Manages and operates a \$25M+ budget and human resources efficiently and effectively.
- Ensures that all divisions within CCNCPHD collaborate effectively with city departments to implement the city's approved goals, objectives, strategic plans, policies, and programs. Develops strategic partnerships and maintains close working relationships with community-based organizations, elected officials, business leaders, local hospitals, research institutions, advocacy organizations, nonprofits, and experts to support the department's initiatives.
- Measures and reports on inputs, outputs, efficiency, and outcomes of policies, programs, and initiatives implemented by the department and makes recommendations to the City Manager and City Council on program changes.
- Oversees continuous process and performance improvement efforts and builds capacity for change management within the department.
- Creates benchmarks for quality standards for each area of work based on current research and best practices in public health and implements QA/QC procedures to ensure quality standards are met or exceeded.
- Reports regularly to the City Manager on the status of initiatives, programs, and activities of the department and accepts feedback and direction.



## The Ideal Candidate

The ideal candidate will be a dynamic and experienced public health leader with extensive experience in advancing health equity and in addressing and eliminating health disparities, demonstrating a commitment to this critical work. This individual will be a strategic thinker and innovative problem solver, committed to advancing public health initiatives that improve the well-being of the community. With a strong background in public health administration, policy implementation, and emergency preparedness, the ideal candidate will bring expertise in managing complex health programs and addressing emerging health challenges.

The ideal candidate for this position should be a community-centered, collaborative, transparent, and outcome-driven senior leader with a proven track record in performance improvement, management of multi-million-dollar budgets, and partnerships with community, governmental, and philanthropic organizations. This person should be a skilled communicator who can engage the public, build trust, and promote transparency in health initiatives. The ability to analyze data, evaluate programs, and drive evidence-based decision-making will be key in ensuring that resources are used effectively to improve health outcomes.

The ideal candidate should have strong fiscal management skills to secure grant funding, and ensure compliance with state and federal regulations. This person should also be adept at navigating the complexities of municipal government, balancing strategic priorities with operational needs while fostering a culture of innovation, accountability, and continuous improvement within the department.

# Salary

The City of Corpus Christi is offering a target hiring range between \$190,000-\$225,000, commensurate with experience, and a comprehensive benefits package that includes TMRS, health, dental, etc. More information regarding the employee benefits can be found here. Relocation assistance will be available for the successful out of area candidate.

# How to Apply

Interested applicants should forward a cover letter and resume to:

**resumes@affionpublic.com**  
Reference: CCTXDPH

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PO Box 794  
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