

DUTY STATEMENT

CDCR INSTITUTION OR DEPARTMENT California Correctional Health Care Services		POSITION NUMBER (Agency – Unit – Class – Serial) 178-213-7500-001				
UNIT NAME AND CITY LOCATED Field Operations – Various Locations Statewide		CLASSIFICATION TITLE Career Executive Assignment A				
		WORKING TITLE Chief Support Executive				
		COI Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	WORK WEEK GROUP E	CBID M01	TENURE CEA	TIME BASE FT
SCHEDULE (Telework may be available): ____ AM to ____ PM. (Approximate only for FLSA exempt classifications)		SPECIFIC LOCATION ASSIGNED TO Various Locations Statewide				
INCUMBENT (If known)		EFFECTIVE DATE				

The California Department of Corrections and Rehabilitation (CDCR) and the California Correctional Health Care Services (CCHCS) are committed to building an inclusive and culturally diverse workplace. We are determined to attract and hire more candidates from diverse communities and empower all employees from a variety of backgrounds, perspectives, and personal experiences. We are proud to foster inclusion and drive collaborative efforts to increase representation at all levels of the Department.

CDCR and CCHCS strive to collaborate with the community to enhance public safety and promote successful community reintegration through education, treatment and active participation in rehabilitative and restorative justice programs. Incumbents establish and maintain cooperative working relationships within the department, other governmental agencies, health care partners, and communities.

CDCR and CCHCS values all team members. We work cooperatively to provide the highest level of health care possible to a diverse correctional population, which includes medical, dental, nursing, mental health, and pharmacy. We encourage creativity and ingenuity while treating others fairly, honestly, and with respect, all of which are critical to the success of the CDCR/CCHCS mission.

Commitment to California Model

CDCR and CCHCS are proud to partner on the California Model which will transform the correctional landscape for our employees and the incarcerated. The California Model is a systemwide change that leverages national and international best practices to address longstanding challenges related to incarceration and institution working conditions, creating a safe, professional, and satisfying workplace for staff as well as rehabilitation for the incarcerated. Additionally, the California Model improves success of the decarcerated through robust re-entry efforts back into to the community.

PRIMARY DOMAIN:

Under the direction of the Chief Executive Officer (CEO), Health Care, the Chief Support Executive (CSE) for Health Care Services (Medical, Mental Health, and Dental) is responsible for carrying out the administrative and support functions of Health Care Services. In this capacity, the incumbent is the operational policy advisor to the institution CEO, for Health Care Services and is responsible, directly or indirectly, for allied health services, plant operations, fiscal services, budgets, contracts, and procurement. The CSE will also serve as the CEOs’ liaison with institution, regional, and/or headquarters (HQ) human resources (HR) and information technology/information systems staff.

% of time performing duties	Indicate the duties and responsibilities assigned to the position and the percentage of time spent on each. Group related tasks under the same percentage with the highest percentage first. <i>(Use addition sheet if necessary)</i>
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ESSENTIAL FUNCTIONS

30%	Ensures local policies and procedures are consistent with statewide Health Care Services policies; leads Health Care Services managers in developing local policies and procedures; works with local and HQ managers to identify and resolve gaps between policy expectation feasibility and local procedure implementation.
25%	Directs all administrative functions, including but not limited to budgets, contracts, and procurement for the institution Health Care Services, institution CEO; implements the Receiver's, or designees, as well as the Director, Division of Health Care Services' (DHCS) and CEO's directives and decisions relating to administrative and support operations.
20%	<p>Liaison with institution, regional, and/or HQ managers including but not limited to custody, plant operations, warehouse, return to work coordinator, labor relations specialist, HR, information technology/information systems, and employee relations officer to achieve program and policy goals of the Receiver, or designee, and Director, DHCS relating to administrative and support operations of the institution Health Care Services and assists managers by providing administrative support in carrying out their respective missions.</p> <p>Assists the institution's CEO in formulating short and long range goals as well as readiness assessments for compliance audits and inspections from various internal and external entities; identifies barriers and opportunities for improved efficiency through program evaluation, data gathering and analysis, and cost benefit analysis; recommends necessary changes to laws, rules, regulations, policy and procedures; and monitors compliance with all laws, rules, regulations, and policies related to institutional Health Care Services.</p>
5%	As required, serves in an acting capacity in the CEO's absence. Other duties as required.
<p>KNOWLEDGE AND ABILITIES</p> <p>Knowledge of: The organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; personnel management techniques; the department's or agency's Affirmative Action Program objectives; and a manager's role in the Affirmative Action Program.</p> <p>Ability to: Plan, organize and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices: integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; prepare and review reports; and effectively contribute to the department's or agency's affirmative action objectives.</p> <p>DESIRABLE QUALIFICATIONS</p> <p>Three years of experience at a manager level responsible for a wide range of programs or services.</p> <p>Knowledge of principles and practices of the California Correctional Health Care Services or other large complex health care delivery systems organization including its mission, goals, functions, and policies.</p>	

	<p>Knowledge of the State or other large organization’s administrative, personnel, and budgetary procedures, and current management trends, including customer service, business organization and operations, and project management. Knowledge of the state’s process listed above is highly desirable.</p> <p>Strong leadership skills and demonstrated ability to think strategically and function effectively as a member of a management team.</p> <p>Ability to analyze, develop, and implement complex project plans and budgets to ensure that projects are completed on time and within available resources.</p> <p>Ability to gain the confidence and support of executive leadership and provide effective advice on a wide range of administrative and operational matters and policies.</p> <p>Knowledge of health program administration, including quality management, policy development, program planning, and implementation.</p> <p>OTHER DOMAINS Not Applicable</p> <p>SPECIAL REQUIREMENTS OR CONTINUING EDUCATION REQUIREMENT</p> <ul style="list-style-type: none"> • CCHCS does not recognize hostages for bargaining purposes. CCHCS and CDCR have a “NO HOSTAGE” policy and all incarcerated patients, visitors, nonemployees, and employees shall be made aware of this. <p>SPECIAL PHYSICAL CHARACTERISTICS</p> <ul style="list-style-type: none"> • Incumbents must possess and maintain sufficient strength, agility, and endurance to perform during physically, mentally, and emotionally stressful and emergency situations encountered on the job without endangering their own health and well-being or that of their fellow employees, incarcerated patients, or the public. <p>SPECIAL PERSONAL CHARACTERISTICS</p> <ul style="list-style-type: none"> • Influence change and strengthen the community. Set an example each day through positive and pro-social role modeling, utilizing dynamic security concepts. • Willingness to play a significant role in the collaborative efforts toward rehabilitation and public safety enhancement. • Ability to facilitate conversations as a coach and mentor, engaging in a respectful and understanding manner. • Ability to build trust, improve communication, and assist with the transformation of correctional culture. 	
SUPERVISOR’S STATEMENT: I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE		
SUPERVISOR’S NAME (Print)	SUPERVISOR’S SIGNATURE	DATE
EMPLOYEE’S STATEMENT: I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT		
<p>The statements contained in this duty statement reflect general details as necessary to describe the principal functions of this job. It should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absence of relief, to equalize peak work periods or otherwise balance the workload.</p>		
EMPLOYEE’S NAME (Print)	EMPLOYEE’S SIGNATURE	DATE