



## **Director of Health Systems Development**

### **First 5 Orange County**

**Reports to:** Vice President of Health Systems and Family Resilience

**Salary Range:** \$120,000-\$150,000

**In Office Location:** Santa Ana, CA

**Apply:** On or before March 14, 2025

**Contact Information:** [First5OC@cfcoc.ocgov.com](mailto:First5OC@cfcoc.ocgov.com)

### **About First 5 Orange County**

We envision an Orange County in which all children reach their full potential. The groundwork for this vision is set during a child's earliest years. First 5 Orange County partners with many organizations working toward creating and maintaining an early childhood system that families experience as a seamless network of care.

Since our inception 25 years ago, First 5 Orange County has become a leading convener and collaborator, as well as a valued capacity builder and funder of best practices with an emphasis on elevating equity. In these roles, we offer the community deep expertise on the importance of early childhood in human development and the conditions that children and families need to thrive.

### **What you will do**

The Director of Health Systems Development oversees the Health Systems and Family Resilience programmatic investment portfolios, including day to day oversight of Health Systems and Family Resilience staff. This position leads the implementation of First 5 Orange County initiatives, coordinating resources and managing the team to ensure efficient operations. The Director of Health Systems Development will design and implement programs that create linkages between systems and stakeholders to reduce barriers for families to access services. The Director will also develop administrative processes to streamline implementation and support programmatic sustainability.

### **About the Job**

Reporting to the VP of Health Systems and Family Resilience, the Director of Health Systems Development executes the vision of First 5 Orange County, modeling disciplined, strategic decision-making to prioritize actions that align with First 5 OC's Strategic Plan and optimize the organization's resources.

The Director of Health Systems Development must be passionate about improving the systems of care for families with young children, and has the experience to be a strong convener, coordinator, and bridge builder among the various system stakeholders in Orange County. In addition, the Director will have a proven track record of execution, implementation, and performance management of programs.

You must have a systems perspective about how health systems influence children and families' outcomes. You must like to put the pieces of the puzzle together, making linkages between direct service, administrative workflows, and all the players in a system.

You will be passionate about using and exploring data, identifying gaps, and moving the organization towards greater equity for Orange County's children and meeting the needs of the most underserved through our investments, collaborations, and systems building.

The Director of Health Systems Development seeks to include representation of the families we serve in all of First 5 OC's work, leaning into the expressions "nothing about us without us" for including family



voice and experience, and “no data without stories, and no stories without data” for how we communicate about our work and informing investment decisions.

You will be seen and heard as a voice for early childhood, promoting early intervention and building other champions for very young children and their families.

You have a desire to nurture and mentor program staff, fostering their growth in systems strategy, relationship building, and executing efficient program and performance management.

This work requires a commitment to being a team player, with a willingness to do whatever it takes to get the job done, often pitching in on daily tasks.

### Experience you will possess

- 7-10 years of progressively responsible experience, including in a supervisory capacity, in the areas of health systems, collaborative program planning, implementation, and management; policy research and development; data analysis and evaluation; grants writing and management; and sustainable funding models in complex public or private environments.
- Bachelor’s degree in a related field such as Health Services administration, Public Health, social work, health and human services or an additional 5 years of related work experience (in addition to the ten years stated above).
- Licensed individual such as Licensed Clinical Social Work (LCSW), Licensed Marriage and Family Therapist (LMFT), Registered Nurse (RN) or other behavioral health provider.
- Master’s degree in public administration, public policy, public health, business administration, or related field preferred.
- Advanced knowledge of the policies, systems, interventions, and issues relating to the mental and physical health and development of children and families beginning in the prenatal stages through age 5, including the social determinants of health.
- Proven, sophisticated approach to stakeholder management and partnerships in an environment where relationships are based on engagement, trust, and shared values rather than direct accountability or hierarchy.

Benefits include competitive compensation, incentive programs, full suite of health and wellness benefits, and Orange County Employees Retirement System.

Equal Opportunity: First 5 Orange County is an at-will and equal opportunity employer and seeks to employ and assign the best qualified personnel in a manner that does not discriminate based on race, color, religion, gender, marital status, age, national origin, physical or mental disability, sexual orientation, veteran/reserve and National Guard status or any other status or characteristic protected by law.