The City of Louisville, Kentucky, seeks a bold, visionary physician with passion and dedication to serve as Director of Public Health and Wellness.

The successful candidate will be a key member of a dynamic team of city leaders who consider all policy decisions through the lens of public health. The director also holds a faculty position in the School of Public Health and Information Sciences at the University of Louisville, (www.louisville.edu). UofL is a high research activity Research University that ranks among the nation’s premier biomedical research institutions as measured by NIH funding.

The director is responsible for the effective and efficient oversight of all the city’s departmental activities, facilities, and programs and leads efforts to improve population health through policy implementation, data and evidence-based practices.

The Louisville Metro Department of Public Health and Wellness is an agency of Louisville Metro Government, which is led by Mayor Greg Fischer. An eight-member board of health serves as an independent advisory body. The mission of the department is to promote health and wellness; prevent disease, illness, and injury; and protect the health and safety of metro Louisville residents and visitors.

A vibrant metropolitan area of 1.4 million, Louisville (www.possibilitycity.com and www.louisville.com) is one of America’s leading medical communities. Louisville is served by four hospital health systems – Baptist Health, KentuckyOne Health, Kindred Healthcare and Norton Healthcare. The Commonwealth of Kentucky accepted Medicaid expansion under the Affordable Care Act (ACA) and established its own health benefit exchange. The Louisville Metro Board of Health plays an active role in
coordinating local ACA implementation. More than 80 percent of the city’s formerly uninsured have gained health coverage since enrollment under ACA began.

The City of Louisville has adopted a comprehensive “health-in-all policies” approach to decision making. By definition, health ramifications are considered in all aspects of government policy, particularly in community design and land use planning, housing, recreation, transportation, education, and fiscal sectors. The health-in-all policies approach puts health at the heart of the public policy process and furthers evidence-based policy making.

**The Opportunity**

Required qualifications for the Director of Public Health and Wellness for the City of Louisville include a Doctor of Medicine degree from an accredited medical school and a Masters of Public Health degree as well as licensure or eligibility for licensure as a medical practitioner in the State of Kentucky. Additional requirements include:

- A minimum of five years of public health administration or services experience, including two years of program planning, evaluation and managerial experience.
- The Director of Public Health and Wellness cannot engage in private medical practice.
- As a member of the faculty of the School of Public Health and Information Sciences (SPHIS) at the University of Louisville, the candidate must meet requirements contractually specified between the University of Louisville and Louisville Metro Government.
**Desired Attributes**

The successful candidate will have the enviable opportunity to lead community health initiatives in one of America’s best known cities for the quality of life, progressive leadership and abundant linkages with higher education and the thriving business community. Attributes of excellence that will define the director include:

- **Visionary** – A talent for seeing clearly what improvements to community health are possible, the ability to articulate a clear and compelling department mission and motivate the community and staff to move forward on an ambitious and well-focused future course.
- **Innovator** – A track record as an imaginative manager of the department who is comfortable and confident about the value and impact of changes to operating procedures and practices as needed.
- **Leader** – A reputation as a strong, passionate, detail-focused and credible leader who can make difficult decisions and get things done while setting the example and maintaining an effective work environment.
- **Open communications style** – An engaging personal style and the ability to conduct open and honest dialogue with the community and the department by listening to concerns while clearly articulating departmental objectives.
- **Collaborative management style** – A focused understanding that internal sources and diverse outside organizations can assist the department in achieving its mission and vision. Those partnerships include other Metro Government departments, the local school district, hospital health systems, the Greater Louisville Medical Association, the Centers for Disease Control and Prevention, the Kentucky Department for Public Health, local community organizations for public health and a wide array of engaged community organizations and advocacy groups.
- **Team player** – The ability to create and maintain a positive work environment that supports department morale and to be highly visible among the department staff and ensure that they have ample access to professional development, training opportunities, equipment and technology.
- **Department champion** – Be a strong and proactive advocate for the resources and assets of the department and effectively communicate the valuable contributions the department makes to the City of Louisville and its many stakeholders.
- **Interorganizational collaboration**—A leader and team player who see the advantages of and stimulates collaboration between the university, the city and non-profit and private sector organizations.
The Metro Department of Public Health and Wellness

The vision of the Department of Public Health and Wellness is to create a healthy metro Louisville by decreasing disease prevalence and premature mortality, reducing disparities in health and health care access by targeting their social determinants, and creating an environment that enhances to opportunity for all community residents to live a healthier lifestyle.

One of the oldest local health departments in the nation, the department traces its roots to 1828. The annual budget is approximately $27 million and there are 230 employees. Programs and services are delivered through three divisions: Clinical Services, Community Health, and Environmental Health and Preparedness. The department is also home to the Center for Health Equity. Established in 2006 and the nation’s first such center at a local health department, the center aims to overcome inequities in health through structural and policy change.

The department has identified six objectives:

- Create a culture of health and wellness in Louisville Metro.
- Focus on social determinants of health and equity.
- Strengthen public-private partnerships.
- Increase the connection between public health and clinical medicine.
- Reduce the prevalence of behavior-related disease.
- Utilize an outcomes driven approach to program and policy development.


Partnership with The University of Louisville

The Louisville Department of Public Health and Wellness has a strong and effective partnership with the University of Louisville School of Public Health and Information Sciences (SPHIS), which is located across the street from the department’s administrative headquarters.

As a member of the faculty of SPHIS, the director’s responsibilities at the university will include but are not limited to: teaching undergraduate, master’s and doctoral level classes, serving
on committees, advising and mentoring students, and connecting students to practicum projects at the Department of Public Health and Wellness. The director will also seek opportunities to partner with SPHIS on grant opportunities, especially with regard to research, data collection and evaluation.

Louisville: One of America’s Premier Cities

With 1.4 million residents in the metro area, Louisville is strategically located within a day's drive of two-thirds of the U.S. population. Known as “Possibility City,” it is home to innovative world-class hospital and healthcare companies, and quality colleges and universities.

On January 6, 2003, the City of Louisville merged its government with that of Jefferson County, joining the functions of the city and county governments in a unique urban/suburban/rural partnership. The city’s FY 2015 budget is $672.5 million, with a comprehensive range of services provided by a workforce 5,900+ employees. Metro Government Mayor Greg Fischer oversees and manages day-to-day operations. Mayor Fischer has identified significantly improving the health of Louisville’s citizens as one of the three top priorities of his administration.

Louisville Metro Government introduced its Six-Year Strategic Plan to citizens in 2012 and has made considerable progress toward the five objectives and 21 goals outlined in the Plan in order to create a clean, green, safe and inclusive city where its citizens live and work. The five main objectives are:

- Deliver Excellent City Services
- Solve Systematic Budget Issues
- Take Job Creation to the Next Level
- Invest in Our People and Neighborhoods
- Create Plans for a Vibrant Future
Louisville is a global city with neighborhoods that reveal a classic combination of old and new heritage, and reflect a strong, diverse, yet inclusive culture. It is a thriving transportation hub for advanced manufacturing, distribution and service industries. Fortune 500 companies such as Yum! Brands Inc. and Humana are headquartered in Louisville, as are global headquarters for Brown-Forman Corp., UPS Airlines, CaféPress, Papa John’s, Hillerich & Bradsby (makers of Louisville Slugger), Atria Senior Living, Kindred Healthcare, GE Appliances & Lighting, ResCare and many more.

Louisville also has a rich cultural heritage. The Louisville Orchestra offers symphonic performances featuring world-renowned guest artists as well as lighter classical and pops performances. The city is also home to the Kentucky Opera. Actor’s Theater of Louisville produces the annual Humana Festival of New American Plays, the premier event of its kind in the nation. The annual Forecastle Music Festival features top rock and pop artists and draws fans from across the world to Louisville’s scenic 85-acre Waterfront Park. The Speed Art Museum is completing a $50 million renovation which will double its overall square footage and make it one of the finest experiential art museums in the country.

This link to the Mayor’s Photo Contest offers some great visual perspectives of the city: https://www.flickr.com/photos/louisvillemetro/sets/72157634086570605/

**Application and Selection Process**

The salary for the position is competitive within the market and is negotiable dependent upon the candidate’s qualifications and experience. A strong benefits package offers retirement, leave, professional training, and relocation expenses.

As a result of Dr. LaQuandra Nesbit, Louisville’s Director of Public Health, being appointed Director of the Washington D.C. Department of Health, the search for the next Director is ongoing so that the position can be filled as soon as possible.

Applications should include a Letter of Interest, a CV, and a list of five references. These materials should be sent in .doc or .pdf format to: LouisvillePublicHealthWellness@academic-search.com.

Nominations are welcome and can also be sent to: LouisvillePublicHealthWellness@academic-search.com.

The search is assisted by John B. Hicks, Senior Consultant, Academic Search, Inc. You may contact John for a confidential discussion, to make a nomination or for any other questions at: John.Hicks@academic-search.com or 205-345-7221.