



# SENECA COUNTY PERSONNEL OFFICE

## Civil Service Opportunities



### DIRECTOR OF PREVENTIVE HEALTH SERVICES

**Salary: \$53,639- \$70,375 /annually**

(An exam for this title will be held at a future date. Appointments will be provisional prior to receiving exam results. Applicants will receive notification)

**APPLICATION DEADLINE: FEBRUARY 28, 2022  
OR UNTIL POSITION IS FILLED**



**ONLY APPLICATIONS SUBMITTED ONLINE Will Be Accepted**



**TO APPLY:** 1. go to <https://seneca-portal.mycivilservice.com/jobopps> 2. View posting information & click **APPLY**.  
3. Complete & submit online application.

**\*\* Please read all pages of this notice carefully for Important Civil Service Information \*\***

**VACANCY:** At present there is (1) vacancy for this position in the Seneca County Public Health Department.

**RESIDENCY:** Candidates must have been legal residents of Seneca County or one (1) of the six (6) contiguous counties for one (1) month preceding the date of application. Preference in appointment may be given to successful candidates who have been legal residents of the municipality in which appointment is to be made for at least one (1) month prior to the date of certification and are residents of such municipality at the time of appointment.

**TYPICAL WORK ACTIVITIES:** (Illustrative Only):

- Directs the operation of and manages the wellness and preventive health programs;
- Directs the operation of diagnostic and treatment clinics and services;
- Collaborates with the Public Health Director and Deputy Director to determine the number and types of staff required to meet the agency's prevention program responsibilities;
- Interviews applicants and provides recommendations to the Public Health Director for hiring;
- Supervises public health prevention program staff and makes provision for the periodic evaluation of employee performance;
- Plans orientations of new personnel and provides appropriate in-service education in collaboration with the Senior Public Health Educator/PMQI Coordinator;
- Develops and or revises public health program policy and procedure manuals consistent with laws and regulations;
- Ensures programs are operating in accordance with state and federal requirements and regulations;
- Assists the Director/Deputy Director with the development and monitoring of any programmatic budgets and grants in collaboration with the Program Coordinators, and finance office;
- Assists in the preparation of agreements and contracts where applicable to provide public health prevention services or to secure services needed by the prevention programs;
- Prepares and supervises the preparation of a variety of records and statistical reports on programs in areas of responsibility;
- Develops systems for evaluation of programs in collaboration with the Senior Public Health Educator/PMQI Coordinator;
- Establishes and maintains effective working relationships with the community, professional and public agencies to coordinate the provision of services in assigned program areas;
- Interprets agency services and policies to the general public and other health service providers;
- Mentors new and existing public health nurses.

#### **Organizational Competencies:**

All Seneca County Public Health employees are expected to ensure that the community is protected from disease and other public health threats and to empower others to live healthier, safer lives. In addition, all SCPH employees are to meet specified competencies in the following areas:

- **Customer Focus:** Ensure the health and safety of our community within their abilities and resources and treat the diverse customers with thoughtful listening and respect.
- **Accountability:** Be accountable for knowing the scope of SCPH programs and for maintaining the public's trust through credible information, quality programming and services, and fiscal integrity.
- **Equity and Fairness:** Interact with clients, community partners and co-workers with fairness and equity and deliver services free of bias or prejudice.
- **Occupational Health and Safety:** Follow all safety rules, proactively work to prevent accidents, and encourage the use of sound judgement in order to comply with departmental and county regulations.
- **Emergency Preparedness:** Promptly identify and respond to public health threats and priorities which may involve working outside of day-to-day tasks.

**Individual Core Competencies:**

The Director of Preventive Health Services performs the following essential functions within the framework of Seneca County Public Health Department’s provision of the core functions and essential service of public health:

*Domain 1: Analytical and Assessment Skills:*

- Determines validity, reliability, and comparability of data
- Analyzes and interprets quantitative and qualitative data
- Makes evidenced based decisions
- Presents findings of data analysis

*Domain 2: Policy Development/Program Planning Skills:*

- Implements policies, programs, and services
- Evaluates policies, programs, and services
- Implements strategies for continuous improvement

*Domain 3: Communication Skills:*

- Communicates in writing and orally with linguistic and cultural proficiency
- Determines approaches for disseminating data and information
- Facilitates communication

*Domain 4: Cultural Competency:*

- Describes the concept of diversity
- Describes the value of a diverse workforce
- Advocates for a diverse workforce
- Address population diversity in policies, programs, and services

*Domain 5: Community Dimensions of Practice:*

- Collaborates with community based participatory research

*Domain 6: Public Health Sciences:*

- Facilitates and implements the development, implementation and evaluation of comprehensive public health quality assessment and improvement plan for the department.
- Coordinates the process for the Department’s application for accreditation by the Public Health Accreditation Board (PHAB).

*Domain 7: Financial Planning and Management Skills:*

- Develops a Performance Management System
- Implements a Performance Management System

*Domain 8: Leadership and Systems Thinking Skills:*

- Analyzes facilitators and barriers that may affect policies, programs, services, and research
- Ensures use of professional development opportunities
- Modifies practices in consideration of changes
- Contributes to continuous performance improvement

**MINIMUM QUALIFICATIONS:**

Graduation from high school or possession of a high school equivalency diploma and Either:

1. Graduation from a regionally accredited or New York State registered college or university with a Master’s Degree in nursing and experience in community health care administrative or management in a federal, state or local agency or in a diagnostic treatment center or clinic OR
2. Graduation from a regionally accredited or New York State registered college or university with a Bachelor’s Degree in nursing and one (1) year of supervisory experience in community health care administrative or management experience in a federal, state or local agency or in a diagnostic treatment center or clinic preferred; OR
3. An equivalent combination of experience and training as defined by the limits of (1) and (2) above.

**Note:** Related Master Degree fields include public health nursing, health administration, community health education, or environmental health.

**SPECIAL REQUIREMENTS:**

1. Possession of licensure and current registration to practice as a Registered Professional Nurse in New York State at time of appointment, and maintenance of Nursing license throughout the tenure of employment in this position.
2. Possession of a valid New York State Driver’s License at the time of appointment, and maintenance of such license throughout the tenure of employment in the position. Certain assignments made to employees in this class will require access to transportation to meet fieldwork assignments made in the ordinary course of business in a timely and efficient manner.

**FOR MORE INFORMATION:**

SENECA COUNTY PERSONNEL DEPT  
1 DiPronio Drive, Waterloo, NY 13165  
(315) 539 – 1710

SENECA COUNTY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

**ADMISSION TO EXAMINATIONS:** Call the Personnel Department if you do not receive a notice within three days of the date of examination. Admission to examinations does not necessarily mean that the application has been approved unconditionally; final review of applications for all requirements may not be made until after the written test. You may not be admitted to the examination room without official notice, or more than one half hour after an examination has begun. You must bring picture identification (such as a driver's license) and your Social Security number to the examination. You may be fingerprinted prior to admission to the examination.

**AGE LIMITS:** There may be statutory restrictions on your employment if you are under 18 or over 70 years of age; any other age restrictions are stated on the face of this examination announcement.

**APPLICATION:** A separate application must be filed for each examination desired.

**APPLICATION FEE:** A fee (see front) is required from candidates for each separately-numbered examination for which they apply. Mail, deliver or pay filing fee in-person by the APPLICATION DEADLINE. **NO CASH. NO REFUNDS** will be made to applicants who fail to appear for the scheduled examination. File only for those examinations for which you are qualified. **EXAM FILING FEES WILL NOT BE REFUNDED**, even if you are disqualified from taking the exam. It is therefore recommended that you consider very carefully whether or not you believe that you meet the minimum qualifications before submitting your application. Payments by check or money order must be made payable to Seneca County Finance Department with the examination number(s) written on the check or money order. Do not send cash in the mail. A \$20.00 service charge will be imposed on any checks returned to the Seneca County Finance Department. **Applications not accompanied by the application fee, BY THE APPLICATION DEADLINE, or such fee is not mailed to the Seneca County Department of Human Resources, will not be processed for this examination.**

**APPLICATION FEE, WAIVER OF:** A waiver of application fee will be allowed if you are unemployed and primarily responsible for the support of a household. In addition, a waiver of application fee will be allowed if you are determined eligible for Medicaid, or receiving Supplemental Security Income payments, or Public Assistance (Temporary Assistance for Needy Families/Family Assistance or Safety Net Assistance) or are certified Job Training Partnership Act/Workforce Investment Act eligible through a State or local social service agency. All claims for application fee waiver are subject to verification. If you can verify eligibility for application fee waiver, complete a "Request for Application Fee Waiver and Certification" form and submit it with your application and proof of benefits by the close of business on the Application Deadline as listed on this Examination Announcement. A copy of the waiver request form can be obtained from the following link: <https://seneca-portal.mycivilservice.com/Application-Fee-Waiver%20ADA.pdf> or by calling the Seneca County Personnel Department.

**BACKGROUND INVESTIGATION:** Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification. The cost for fingerprinting is the responsibility of the candidate being considered for, or conditionally offered, appointment.

**CALCULATORS:** Candidates are permitted to use quiet, held-held, solar or battery powered calculators, **UNLESS OTHERWISE NOTIFIED ON FRONT.**

**CHILDREN OF FIREFIGHTERS AND POLICE OFFICERS Killed in the Line of Duty:** In conformance with section 85-a of the Civil Service Law, signed into law on September 17, 2002, children of firefighters and police officers killed in the line of duty shall be entitled to receive an additional ten (10) points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two (2) months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.

**CITIZENSHIP:** Citizenship is required only for Public Officer positions.

**CONTACT INFORMATION:** Any changes in contact information must be communicated to the Personnel Dept. in order to ensure timely delivery of important information. A change of address form is available on our website or the Personnel Dept. It is the candidates' responsibility to obtain and submit the necessary documents.

**CROSS FILING or EXAMINATIONS IN MULTIPLE JURISDICTIONS:**

If you have applied to take an examination announced by more than one local jurisdiction (county, town, city) scheduled to be held on the same test date, you must notify each of the local jurisdictions as early as possible (no later than two weeks before the test date), so that arrangements can be made for taking all examinations at one test site. You must inform each jurisdiction of all examination titles and numbers, and at which jurisdiction you want to sit for the examinations. Please note that all examinations for positions in State government must be taken at a State examination center. Cross-file form is available on the website.

**DRUG & ALCOHOL TESTING:** You may be required to take a pre-employment alcohol and drug test to determine that you are free of such substances.

**EDUCATION:** Where high school graduation is required, a High School Equivalency Diploma from any State or an armed forces GED (high school level) will be acceptable. College graduation, when required, must have been from a regionally accredited college or university or one recognized by the New York State Education Department as following acceptable educational practices. In evaluating a candidate's qualifications, the equivalent of 30 college credit hours equals one year of college. Transcripts should be submitted with the application or as soon thereafter as possible whenever the qualifications call for a specific college major or specified number of credits. **NOTE:** If your degree and/or college credit was awarded by an educational institution outside of the United States and its territories, you must provide independent verification of equivalency. You can write to this Department for a list of acceptable companies providing this service; you must pay the required evaluation fee.

**ELIGIBILITY, ANTICIPATED:** If the minimum qualifications require a degree in education and/or experience/licensure/certification, the following statements shall pertain to this exam announcement: if you expect to complete the educational or experience requirement within 6 months from the date of the examination date on the reverse side of this examination announcement, you can be admitted to this examination on a conditional basis. If successful on the examination, you will not be certified for appointment until you have submitted proof of completion of the announced requirements to the Seneca County Personnel Department. In the case of anticipated education degree, proof must be submitted within 3 months following award of degree; failure to do so will result in removal of your name from the eligible list. In the case of anticipated experience, your name will not be certified until you obtain and show proof of the necessary experience. In the case of licensure/certification, if you are eligible for the required licensure/certification you can be admitted to the examination. If successful on the examination, you will not be certified for permanent appointment until you have submitted proof of possession of the required licensure/certificate to the Seneca County Personnel Department.

**ELIGIBLE LIST:** The eligible list is made up of all candidates who successfully pass all portions of the examination. The eligible list resulting from this examination will remain in existence for a minimum of one year up to a maximum of four years or until terminated by the establishment of an appropriate new eligible list. In the case where a **Promotional** exam is being held in conjunction with an Open Competitive exam in the same title, the resulting eligible list from the Promotional exam will be canvassed first. Any person whose name is on a preferred eligible list and who meets the requirements for a promotion examination in the agency for which the examination is being held is eligible to compete in the examination. Candidates currently holding a

permanent 55-a position will be afforded the same opportunity as employees in the competitive class to take promotion examinations, if qualified.

**EQUAL OPPORTUNITY:** It is the policy of the Seneca County Personnel Department to provide for and promote equal opportunity in employment, compensation and other terms and conditions of employment without discrimination on the basis of age, race, color, religion, national origin, gender, sexual orientation, marital status, or arrest and/or criminal conviction record, unless based upon a bona fide occupational qualification or other exception. Those requiring special testing arrangements (such as military personnel or Saturday religious observers) must note this on their applications. It is Seneca County's policy, in accordance with the Americans with Disabilities Act, to provide equal employment opportunity and equal opportunity to participate in and receive any benefits, services, programs and activities to persons with disabilities. Any person who requires reasonable accommodations and reasonable modifications (e.g. Braille booklet, amanuensis, reader, sign language interpreter, etc.) must note this on their application.

**EXPERIENCE:** For each examination, unpaid, verifiable part-time and volunteer experience in one of the specialized areas will only be credited when specifically allowed by the examination announcement. The number of years of experience required in the minimum qualifications is based upon the presumption of full-time employment (35 hour workweek). Part-time experience will be prorated.

**FALSIFICATION:** Falsification of any part of the "Application for Employment" will result in disqualification.

**FINGERPRINT CHECK:** A state and/or national fingerprint supported background investigation is required before an appointment is made to some positions. If such search is required, the applicant will be responsible to pay the Seneca County Sheriff's Office fee for such search (approximately \$100-150)

**INCLEMENT WEATHER:** In rare cases, an examination may be postponed if weather conditions are unsafe. In such cases, announcements will be made over the radio on Finger Lakes Radio Group Stations: 99.3 – Classic Hits, 96.1, 96.9, 101.9 – Finger Lakes Country, 98.5 – Mix, 101.7 – The Wall and 95.9, 98.1 – News Radio. If an examination is postponed due to weather conditions, a new examination date will be set as soon as possible. Candidates will be notified of such new examination date in writing by Seneca County Personnel Department as soon as this information becomes available.

**MEDICAL EXAMINATION:** You may be required to take a medical examination to determine if you are medically and physically capable of performing the duties of the position.

**MULTIPLE EXAMINATIONS SCHEDULED FOR THE SAME DAY:** Applicants may participate in multiple examinations given for Seneca County on the same day. The maximum time allowed for any combination of examinations is eight (8) hours. If you have applied for multiple examinations scheduled for the same day, please indicate this on your application.

**PROHIBITED DEVICES:** Cell phones, pagers, and similar devices are prohibited at examination sites. Devices with typewriter keyboards, spell checks, personal digital assistants, address books, language translators, cell phones, smartwatches (i.e. fitbit, iWatch, etc.), dictionaries and/or similar devices are prohibited.

**PUBLIC SERVICE LOAN FORGIVENESS:** College graduates with student loans may be eligible to have part of their loan paid for after being employed in a full-time position at Seneca County. Additional information is available at <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service#qualifying-employment>

**RATINGS AND REVIEW:** When this written examination is being prepared and rated by the New York State Department of Civil Service in accordance with Section 23.2 of the Civil Service Law, the provisions of the New York State Civil Service Rules and Regulations dealing with the rating and review of examinations apply. Otherwise, rating and review of the examination is governed by the Seneca County Civil Service Rules.

**RATINGS REQUIRED:** Tests are rated on a scale of 100 with the passing mark at 70.0. Unless the announcement states otherwise, you must pass the written test as a whole and the oral and practical tests, if any. Test instructions may further divide the tests into parts and set minimum standards for each part.

**RESIDENTIAL PREFERENCE:** Preference in appointment from open-competitive lists may be given to residents of the jurisdiction making the appointments; for appointment in some jurisdictions you may be required to become a resident thereof, in accordance with law or resolution. Residence requirements and such preferential certifications do not apply in promotion examinations.

**SPECIAL REQUIREMENT FOR APPOINTMENT IN SCHOOL DISTRICTS:**

In accordance with the Safe Schools Against Violence in Education (SAVE) legislation, Chapter 180 of the Laws of 2000, and by the Regulations of the Commissioner of Education, candidates for appointment in school districts must obtain clearance for employment from the State Education Department prior to employment based upon a fingerprint and criminal history background check.

**SPECIAL REQUIREMENTS (RELIGIOUS ACCOMMODATION, DISABILITIES,**

**MILITARY):** If special arrangements for testing are required, you must indicate this on the online application and/or submit a written/mailed request, & arrangements for an alternate date may be made.

**VERIFICATION OF QUALIFICATIONS:** Candidates may be investigated or called for an interview to determine whether they are qualified for appointment. All statements made by candidates on the application form are subject to verification.

**VETERANS:** Veterans or disabled veterans (including some current armed forces personnel) desiring to claim additional credit must make application for such additional credit at the time they make application for examination or at any time between the date of application for examination and the date of the establishment of the resulting eligible list. Your eligibility will be determined after we receive this completed application and a copy of your DD214. Candidates who claim credit, but who fail to submit adequate proof of eligibility for such credit by the time the eligible list is established, cannot later be granted credit on such eligible list. **YOU MAY NOT CLAIM ADDITIONAL CREDITS AFTER THE ELIGIBLE LIST HAS BEEN ESTABLISHED. IT IS THE CANDIDATE'S RESPONSIBILITY TO REQUEST THE VETERANS CREDITS FORMS AND TO SUBMIT SUPPORTING PAPERWORK BEFORE THE ELIGIBLE LIST IS ESTABLISHED.** Application forms are available at: <https://seneca-portal.mycivilservice.com/Vet-Credits-App%20ADA.pdf> and instructions are available at: <https://seneca-portal.mycivilservice.com/Veterans-Credit-Information-Sheet%20ADA.pdf>