

The County of Ventura invites your interest for

Ambulatory Care Chief Operating Officer (COO)



Annual Base Salary: \$177,096.97 - \$247,935.76, plus benefits



COUNTY *of*
VENTURA



VENTURA COUNTY
AMBULATORY CARE

A Division of Ventura County Health Care Agency

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Ambulatory Care Chief Operating Officer (COO)

The County of Ventura

Ventura is located on California's "Gold Coast", about 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara.

From rolling hills to sweeping ocean views Ventura County has a near perfect Mediterranean Climate, with an average annual temperature of 74 degrees. This along with the quality of life are just two of the many reasons our residents call Ventura County "home".

The County of Ventura is a general law county, governed by a five-member Board of Supervisors. The Supervisors appoint a County Executive Officer to oversee the day-to-day operations and also advise, assist, and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction.



Health Care Agency

Our Mission:

Our Mission is to provide comprehensive and compassionate health care for our diverse community, especially those facing barriers, through an exceptional workforce, education, and forward-thinking leadership.

Our Vision:

Setting the standard in health care excellence. Healthy people in healthy communities throughout Ventura County.



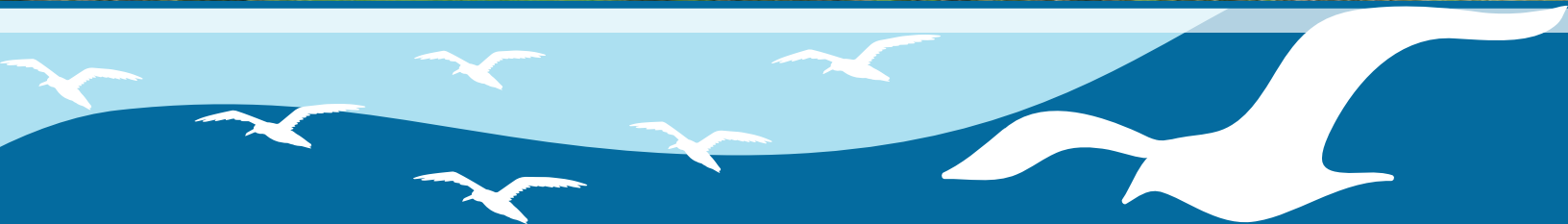
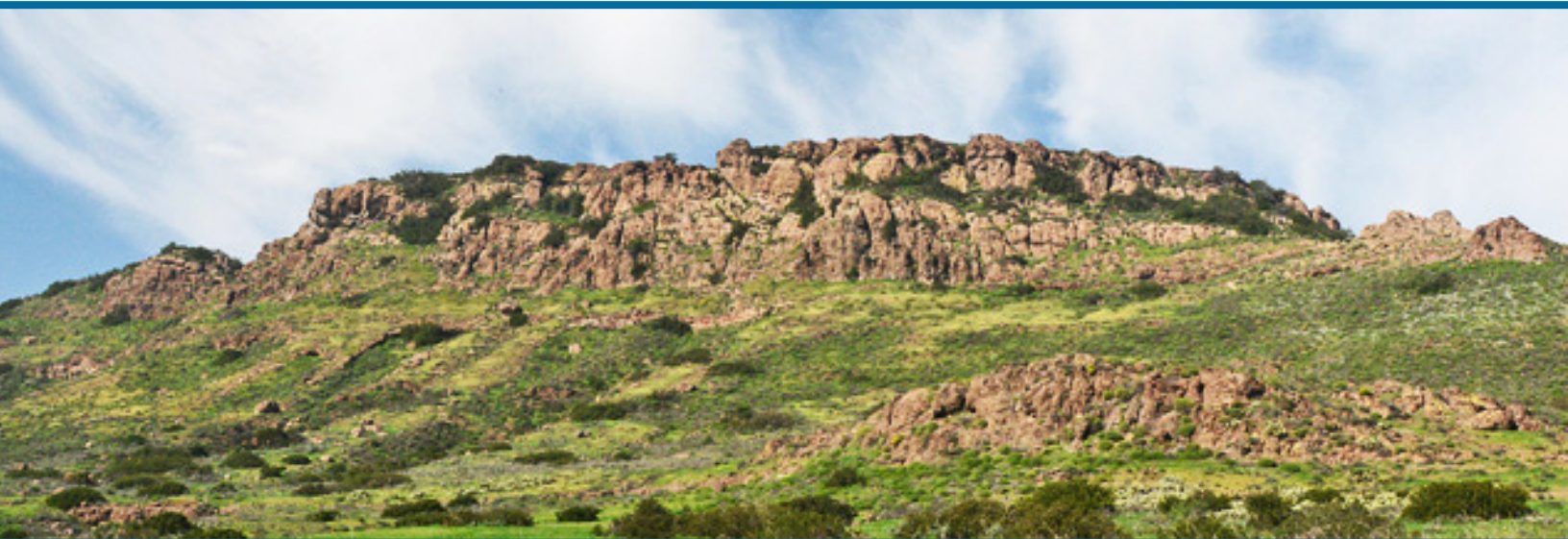
The Position:

Under general direction of and reporting to the Ambulatory Care Chief Executive Officer, the Ambulatory Care Chief Operating Officer is responsible for leading the administrative operations of the Ventura County Ambulatory Care System which comprises 35 clinics, including 19 Federally Qualified Health Centers (FQHCs). The Chief Operating Officer serves as a trusted strategic partner to executive leadership, providing operational expertise, strategic input, and solutions that support organizational priorities and the effective delivery of ambulatory care services.

The ideal candidate will be a seasoned, collaborative executive leader and highly effective communicator who builds strong partnerships and works across teams to break down organizational and system silos. They will bring a system-wide perspective, balancing the needs of individual programs and teams with the broader operational and strategic needs of the organization. The successful candidate will exercise sound judgment, provide meaningful counsel to leadership, and help translate strategic priorities into effective operations. Experience working within a Federally Qualified Health Center (FQHC) or similar health care delivery environment is highly desirable.



Ambulatory Care Administrator is an At-Will classification that is exempt from the provision of the Civil Service Ordinance



Typical Qualifications:

Education/Experience:

To qualify for this classification, an individual must possess the education and experience that would likely produce the required knowledge, skills, and abilities. An example of qualifying education and experience is:

A bachelor's degree in health, business, finance or accounting plus four (4) years of responsible administrative experience in a clinic or health care setting, which includes two (2) years of professional experience in a clinic setting.

Substitution: Up to four (4) years of related experience may be substituted for the Bachelor's Degree.

Necessary Special Requirements:

- Two (2) years of previous professional staff supervisory experience in a clinic setting.
- Excellent written communication skills and collaborative abilities must be demonstrated in the completion of the employment application.

Highly Desired:

- Previous professional experience working with Federally Qualified Health Centers (FQHCs).
- Previous professional experience supervising managers and organizational leads.
- Five (5) or more years of progressively responsible experience related to a clinic system.
- Four (4) or more years in an executive or operational leadership role.
- Master's degree in a health care related discipline, business, or public administration.





What We Offer:

The County of Ventura offers an attractive compensation and benefits package. The salary range for this position is **\$177,096.97 - \$247,935.76 annually**, depending on qualifications.

An employee in this position will also be eligible for the following:

- **General Salary Increase:** A general salary increase of 3.5%, effective December 20, 2026, and 3.5% effective December 19, 2027.
- **Educational Incentive:** Additional cash payment of 2.5% for completing an associate degree, 3.5% for a bachelor's degree, or 5% for a graduate degree each pay period.
- **Executive Annual Leave:** The selected candidate will earn 248 hours per year, increasing to 288 hours after 5 years of service, 328 hours after 10 years of service, and 368 hours after 15 years of service. Credit for prior public service may be considered (Management Resolution, § 1202A).
- **Annual Leave Redemption:** The ability to “cash in” or redeem up to 100 hours of Annual Leave per year after using 80 hours of annual leave within the previous 12 months (Management Resolution, § 1207).
- **Holidays:** 13 paid days annually, including a scheduled floating holiday.
- **Deferred Compensation:** Eligible to participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. This position is eligible for up to a 3% match on your 401(k) contributions. Effective February 9, 2024 (and annually thereafter), eligible employees meeting the criteria in Sec. 1907 of the Management Resolution will receive a two percent (2%) of their annualized compensation non-elective contribution into their 401(k) account.
- **Health Insurance Plans:** Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to \$1,024.11 biweekly, depending on enrollment plan tier.
- **Flexible Spending Accounts:** Boost your spending power by reimbursing yourself with pre-tax dollars for IRS-approved dependent care and health care expenses.
- **Pension Plan:** Both you and the County contribute to the County's Retirement Plan. If eligible, you may establish reciprocity with other public retirement systems, such as CalPERS.
- **Additional Benefits:** Incumbents are entitled to County-paid membership in professional organizations related to their position; other benefits include Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, and Wellness Program.
- **Professional Membership:** Eligible for county-paid membership in professional organizations related to the position.





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How to Apply:

To **APPLY** for this exceptional career opportunity, please submit your resume and cover letter highlighting your education and increasingly responsible professional experience, including:

- Administrative and operational leadership experience within a clinical or clinic system, including Federally Qualified Health Centers (FQHCs);
- Supervisory experience, including oversight of managers and organizational leads; and
- Executive leadership experience.

Please submit your application in one of the following ways:

- Submit an on-line application and attachments (resume and cover letter) at hr.venturacounty.gov.
- E-mail your resume and cover letter to: erin.niemi@venturacounty.gov.

RESUME EVALUATION: All resumes and cover letters will be reviewed weekly beginning **September 8, 2026** to determine if the stated requirements are met. All relevant work experience, training and education need to be included in order to determine eligibility.

INTERVIEW PROCESS: Following a structured evaluation of the resumes, and cover letters, the most qualified candidates will be invited to a panel interview. The interviews may be consolidated into one process or expanded into multiple interviews contingent upon the size and quality of the candidate pool.

BACKGROUND INVESTIGATION: A thorough pre-employment, post offer background investigation which may include inquiry into past employment, education, criminal background information and driving record may be required for this position. In addition, the successful candidate may be subjected to Live Scan fingerprinting.



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(805) 654-2568



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