

Market Range Detail - Public Health Policy Consultant

Effective Date

April 2, 2012

Market Range Title Description

Responsible for extending the reach of the Public Health Department's policy change initiatives throughout all County departments and to major external partners. Major role in successful implementation of policies that will facilitate healthy behaviors, reduce risks, and optimize the health of individuals, and families in Maricopa County.

Under minimal direction of the Director of Public Health, coordinate with the Policy Manager and the Administrator of the Community Transformation Division (CTD) to bring the department's policy initiatives to fruition. Responsible for achieving implementation of policy and systems changes that are beyond the strict control of the Department. Develop education and negotiation strategies and action plans and provide effective action to influence major stakeholders in support of identified policy and systems changes. Analyze and interpret the feasibility of particular systems changes within particular organizations. Strategize the best approach to achieving acceptance of such changes. Implement that approach to successfully achieve desired policies. Maintain support for those policy decisions to ensure their perpetuation. Educate and advise the Director, the Policy Manager, the Administrator of the Community Transformation Division, and others in the Department regarding policy options that are most easy to implement and approaches to policy change efforts that are most likely to succeed. Evaluate progress towards adoption of policy goals and develop and recommend corrective actions as necessary. Assure strategic community partnerships and collaborations in order to develop, prioritize, and advance public health policy objectives. Represent the department within the community, at scientific meetings and other venues.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$40.91	\$52.10	\$63.28

Likely Minimum Qualifications

- Bachelor's degree in public health, public policy, public administration, or related field.
- Four (4) years experience in negotiation or education of high-level administrators or elected officials on matters of public health and/or policy.
- Other combinations of education, experience, or training which meet the minimum requirements may be substituted.

Working Titles

- Public Health Policy Consultant

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.