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Candidate Summary
District Health Officer
Northern Nevada Public Health
Chad Kingsley

Current/Most Recent Position and Organizational Data

Current/Most Recent Title, Name of Organization, and Work Location	Public Health Director – Mojave County – Kingman, AZ
Largest # of Employees Supervised	Current: 100-120 staff / 90 FTES Southern Nevada Public Health: 5-10 staff
Largest Budget Managed	Current: $18M
What is the organizational structure surrounding their role? Who do they report up to and who reports to them?	Reports to: County Manager, dotted line to Board of Supervisors Reports to him: Deputy Director, 3 Division Managers (Clinical Services, Community Health, and Environmental Health)

How does the candidate's experience align with the minimum required and desired qualifications?

Required Education: **A master's degree from an accredited college or university in public health, or a closely related field**	BA, Spanish (Minor in Management) MBA, Healthcare Management Medical Degree (Universidad Autonama de Guadalajara)
Required Experience: **5 years of experience in the development, analysis, and administration of public health programs and services, including experience in an administrative or supervisory position involving program development, fiscal management, and personnel management; OR an equivalent combination of training and experience.**	**7.5 years of qualifying experience** Mohave County (AZ) Southern Nevada Public Health Sec. De Salud Sonora
Preferred Licensure/Certifications: N/A	Certified Public Manager – Arizona State University (Anticipated Completion in August 2024)
Air Quality Experience	Yes, he has some Air Quality experience, as it is part of his Environmental Health Division.
Environmental Health Experience	Yes, he currently oversees Environmental Health as Public Health Director.
Clinical and Community Health	Yes, he currently oversees these functions as Public Health Director.
Epidemiology and Preparedness	Yes, he currently oversees these functions as Public Health Director.

Logistics of Candidate Career Transition

Motivation: Why are they interested in the District Health Officer role with Northern Nevada Public Health?	Chad is interested in the position for multiple reasons. He previously worked for Southern Nevada Public Health, so he is vested in Nevada PERS and this role would allow him to continue in the retirement system. This position would also be an advancement opportunity. Additionally, he is familiar with the Washoe County area and would like to contribute to the Nevada community again drawn to NNHP because of its mission and values, and Nevada is home
Minimum salary requirement **Range: $184,683.20-$258,564.80***. *For individuals with a Medical Degree, the salary range can extend to $289,577.60.	Within range.
Location: Commute or Relocation?	Lives in Las Vegas, NV and would relocate with his family to the Washoe County area. His wife would not need to find a new job.
Competition: Are they exploring career opportunities with other organizations?	Chad shared with us that he interviewed for public health director at Maricopa County. He would rather be in Nevada PERS. He has enjoyed Arizona, and his father lives in Phoenix. He believes they will select their internal candidate, but if he is advanced forward, Maricopa would be competing with NNPH for his candidacy.
Next Steps: Are there any complications regarding their candidacy to be aware of?	Chad's candidacy appears relatively simple at this time.
What unique factor(s) would this candidate bring to this role?	Chad has worked with Southern Nevada Public Health, so he has familiarity with the state's laws and community. Additionally, he has a Medical Degree from Mexico, so he has clinical knowledge and experience that could be a benefit to the position.

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Chad Kingsley | Candidate Profile

District Health Officer

Northern Nevada Public Health

Name: Chad Kingsley MD MBA

Current Position: Public Health Director

Company, Location of Company: Mohave County, Kingman, AZ

Please state your experience and qualifications in the following areas, **use examples** where appropriate:

1. **Northern Nevada Public Health's District Health Officer position interacts with a multitude of stakeholders throughout the community, including but not limited to other local and state agencies, community partners, and elected officials. Please describe your experience and approach working with your department's stakeholders and provide an example of when that was successful.**
2. **The District Health Officer is the leader of Northern Nevada Public Health. Please describe your leadership style and provide an example of its effectiveness.**
3. **What is your proudest achievement in your career so far? Please describe the situation at hand, the actions you took, and the results.**

Question 1:

Personal Statement: Throughout my career, I've learned that it's crucial to cultivate an inclusive and collaborative approach that prioritizes mutual respect, transparent communication, and active participation from all parties involved. The approach that I use and tend to be most effective involves understanding stakeholder needs (data, listening, engagement), building trust and relationships, clear communication, inclusive decision-making, collaborative problem-solving, continuous evaluation, and, without missing it, celebrating success.

Stakeholder Experience: I have directly interacted, maintained collaborative relationships, and communicated work with the following individuals and associated staff.

- **Elected/Governmental Agencies**: Board of Supervisors (individually and in publicly noticed meetings), Board of Health for Mohave County (as ex-oficio/secretary), Southern Nevada Board of Health, Office of Arizona Governor (including Governor), Arizona Attorney General, Director/Deputy/Bureau Chiefs/Staff of the Department of Health Services, City Mayors and City Managers (Kingman, Bullhead City, Lake Havasu City, Colorado City, North las Vegas, Mesquite), Arizona County Public Health Officers (15), Environmental Health Federal/State/County officials, Hualapai Health Advisory Board, Hualapai Nation tribal Council, Fort Mohave Trial Council; Regional Trauma Advisory Board members (NV), CEO/directors/Staff for Clark County and Washoe area Medical Centers, Nevada Department of Education, Clark County School District Officials, Southern Nevada Water Authority, Clark County Commissioners (through Board of Health), Nevada Department of Human and Health Services (range of staff), AZ and NV state representatives, Colleges (UNLV, ASU, NAU, MCC), Adult and Youth Detention Centers, Mohave County Sheriff's Office (Sherriff/staff), Las Vegas and North Las Vegas Metropolitan Police, County (Mohave and Clark) Community Services (housing and education), Culinary Health Union
- **Accreditors:** Public Health Advisory Board (PHAB), American College of Surgeons-Committee on Trauma (ACS_COT), Joint Commission
- **Hospital/Medical Centers**: (CEO, Directors, Staff) Kingman Regional Medical Center, Western Arizona Regional Medical Center, Lake Havasu Medical Center, University Medica Center (UMC) of Southern Nevada, United Health Services Hospitals (Henderson, Centennial, Southern Highlands), Dignity Hospitals (Desert Rose), Mike O'Callaghan Medical Center (Nellis Air Force Base), Renown Regional Medical Center (Reno NV- primarily EMS)
- **Community Partners/Non-Profits**: (Not all listed/numerous) Medical Examiner and funeral homes, Cherish Families, Catholic Charities, Creek Valley Clinic, Medical Centers/FQHCs, MSSTEP, Senior Center Advisory Boards, North Las Vegas Senior Citizen Advisory Board, Ryvive, Westcare, North Country, Kingman/Lake Havasu/Bullhead Chamber of Commerce, food banks, shelters, Parent Teacher Association

Question 1: (continued)

Success Examples:

- PHEARLESS (materials provided)
- Medical Examiner's Office & Funeral Homes
- Tuberculosis BHC Exposure August 2023 (ICS activation with School District)
- Southern Nevada Trauma System Coordination (inclusion of Mike O'Callaghan Level II Trauma Center)
- Incident Command System COIVD-19 Liaison- Clark County School District

The PHEARLESS Initiative: Public Health Leadership Regenerative Synergy

An RFP from the University of Southern Florida, through the National Association of County and City Health Officers (NACCHO), called for 15 Community Collectives consisting of two community leaders and two public health officials. I organized a community collective from Colorado City and applied, where we became one of 15 national Community Collectives awarded 100k for community investment and have received specified public health leadership training. (Please see attached application that I formatted, designed, and drafted/edited)

I put this example forward because it defines my approach to leadership (relationship building) and interacting with all levels of stakeholders and decision-makers. The Short Creek community that Colorado City, AZ, is part of is known nationally because of its polygamous practices and FLDS influences. Historically, the community has been isolating, but when I began, they opened their doors and have been openly progressing. The Community Collective is not a single grant award but represents the first change in over one hundred years of a community engaging with government and public health officials. I have invested considerable time in the community and established a positive image for public health. PHEARLESS is an accumulation of that work.

Question 2:

Clifton Leadership: Relationship Builder, Execution, Belief

- Definition. Relationship Building is working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work-related goals and establishing advantages.

DiSC Profile: Si (Steadiness/influence)

- Style identifiers: Cautious & Reflective, Accepting & warm, Fast-paced & Outspoken
- Si Leaders: They excel at bringing teams together to work effectively and efficiently. They tend to be very empathetic, are great listeners, and care about fellow team members' feelings.

Myers-Briggs: E/I-SFJ

- Styles: I/E-SFJ personality type enjoys helping others and happily shares their knowledge, attention, and expertise with anyone who needs it. They have a strong sense of responsibility and always strive to meet their obligations, and they take pride in going above and beyond all of their tasks and responsibilities. The personality type offers the rare combination of a generous nature and hard-won practicality.

Personal Statement:

I am confident that as a leader, I possess a combination of interpersonal, communication, decision-making, and strategic skills, along with a genuine commitment to serving the needs of the team and organization.

Leadership Example:

Over one week in August 2023, as Public Health Director, I effectively managed a rabid bobcat attack, a train derailment, a salmonella outbreak with an investigation, and a Tuberculosis active case that resulted in the exposure of over 600 elementary-aged school children students. Each case was successfully managed through my leadership and the amazing public health staff of Mohave County. The entire process of media releases, staff management, ICS activation, PH response, and numerous hourly requirements, the activation of the ICS system further resulted in a prompt and timely response that resulted in a textbook, best-outcome response. I believe that outcome resulted from my leadership's investment in the policy, procedure, training, resiliency, and morale of a capable and effective public health workforce and department systems.

Question 3:

Personal Statement:

My proudest achievement in my career is the management of the Mohave County Department of Public Health because of abundant social, economic, cultural, and political challenges. The first week I began, a newly contracted medical examiner was being accused by funeral homes of misconduct that included accusations of selling body parts, missing bodies, and using their position for gain. It made Phoenix news and progressively worsened. Over the next six months, I prepared data, built relationships, learned and employed state statutes, and provided sound explanations and processes. I was able to resolve the accusations, and for over a year now, there has not been a complaint or issue presented with Medical Examiner Services. Throughout this contentious and challenging period, several other issues occurred in Public Health while trying to shore up a very traumatized post-covid workforce. All of those experiences combine into my achievement. Despite all the adversity and challenges, I have helped Mohave County's public health department prosper and progress, as well as the services it provides in protecting and promoting the positive health of its residents.

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Chad Kingsley

MD MBA

Public Health Director

kingsc@mohave.gov

[redacted]
Kingman, AZ, USA

[redacted]

[redacted]

Skills

Leadership Styles:
Myers-Briggs: E/I-SFJ
DiSC: Si
Clifton: Relationship Builder & Execution

Core Strengths:
Connectedness, Empathy, Developer, Positivity, Belief

Microsoft Office Suite, Web Conference (remote), Pubic Speaking, Spanish (Advanced), Writing Skills

Boards & Appointments

08/22 Board of Health Secretary
Mohave County AZ- ARS

12/22 - 01/24 Vice-President
02/24 - Present President
Arizona Local Health Officer Association

2022 - Present AZ Local Registrar
ADHS Vital Records

06/20-07/22 Regional Trauma Advisory Baord
Clark County NV- NRS Ex-Oficio

About Me

Experienced Public Health professional with a demonstrated history of working in rural, city, and county communities alongside citizens, community stakeholders, and government officials. My education and training as an MD and MBA-HCM have allowed me to progress and gain over fifteen years of public health experience working as a public servant. As a leader, I am a relationship builder who adheres to strong principles of integrity that drive me to achieve positive outcomes. I am fluent in English and Spanish and consider communication a key strength. Overall, my family is my greatest ongoing reward. For them, I ask: When does a joke become a Dad joke? When it becomes apparent.

Professional Experience

2022 - PRESENT
Public Health Director
Mohave County, AZ

2018 - 2022
Regional Trauma Director
SNHD Las Vegas, NV

2020 - 2022
ICS-COVID Director of Disease Containment / Liaison / Safety Officer
SNHD Las Vegas, NV

2020
Interim Medical Director
Battle Born Medical Corps

2012- 2018
Health Educator II / Volunteer Medical Investigator
SNHD Las Vegas, NV

2009 - 2011
Clinical Physician / Local Health Officer / Medical Resident
Sec. de Salud Sonora / UAG

Education

MBA, Healthcare Management
Western Governors University

MD Medical Degree
Universidad Autonoma de Guadalajara
Guadalajara Jalisco and Ciudad Obregon, Sonora

BA Spanish / Management (minor)
University of Nevada Las Vegas

Certified Public Manager-CPM
Arizona State University

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