



Deputy Director Hospital Human Resources



500 W. Hospital Road, French Camp, CA 95231

(209) 468-3370

Recruitment Announcement
0725-EB5000-EX
Equal Opportunity Employer



Deputy Director Hospital Human Resources

The Position

San Joaquin General Hospital is seeking a highly experienced and dedicated Human Resources professional to join its executive management team. This key leadership role provides strategic and administrative oversight of the Hospital Human Resources Unit, supporting the hospital's mission of excellence in healthcare, education, and community service. The Human Resources unit is made up of an HR Manager, Personnel Analysts, and Clerical Support Staff. The Deputy Director will report collaboratively to the Hospital Chief Executive Officer and the County Director of Human Resources.

This senior-level position will lead a wide range of HR functions. Responsibilities include strategic planning, direction, and management of all HR operations and staff, evaluating and developing HR programs and policies to align with the hospital's goals, employee relations, performance management, training, and compliance efforts. The role also serves as a key advisor on HR best practices and regulatory matters.

The Hospital

San Joaquin General Hospital is a public, general acute care trauma center located in San Joaquin County, California. Established in 1857, the hospital provides a comprehensive range of inpatient and outpatient services. With an approved 2025–2026 budget of \$536.4 million and approximately 1,800 full-time employees (FTEs), it plays a significant role in both healthcare delivery and medical education in the region. The hospital is recognized for its commitment to training healthcare professionals, offering post-graduate residency programs since 1932 and having trained over 3,000 physicians to date. It also supports clinical training through affiliation agreements for students in various healthcare fields, including nursing (RN, LVN), pharmacy, radiologic technology, social work, and respiratory therapy.

Guided by a philosophy of excellence, education, and community-focused care, San Joaquin General Hospital is dedicated to delivering affordable, culturally sensitive health services that emphasize quality of life, family interaction, and respect for both patients and staff.

The Ideal Candidate

The ideal candidate will have exceptional communication and collaboration skills, with the ability to provide strong leadership that aligns with the values and service standards of San Joaquin General Hospital. Extensive knowledge and experience in public sector human resource management is essential for this role. A deep understanding of public sector hiring practices, collective bargaining, and meet-and-confer obligations in a unionized environment is critical. This includes expertise in HR administration methods, procedures, and technical practices unique to the public sector—ensuring effective leadership, compliance, and collaboration across a complex organizational landscape.

Knowledge of Joint Commission and other healthcare survey requirements is also important. Additionally, the candidate must be well-versed in current federal and state employment laws, employee due process rights, leave management, ADA compliance, and EEO regulations. They must be capable of building effective working relationships both within the hospital and with external stakeholders, often navigating challenging dynamics in a fast paced environment. Experience in a hospital or large healthcare facility is highly desired. Finally, they should serve as an innovative and collaborative partner with County Human Resources in support of San Joaquin General Hospital.



Deputy Director Hospital Human Resources

Typical Duties



- ◆ Serves as a strategic partner with the Hospital's executive team on Human Resources related issues
- ◆ Provides HR advisory recommendations to management staff on areas such as supervision, employee performance management, leave management, and various Human Resources related issues
- ◆ Serves as the hospital liaison with the County's Central Human Resources on civil service recruitments, classification, employee and labor relations and other Human Resources related issues
- ◆ Researches and interprets employment laws, county ordinances, MOU's and other relevant information to provide recommendation to managers on Human Resources related matters
- ◆ Investigates and responds to grievances and complaints and other highly sensitive HR related matters
- ◆ Evaluates, advises, and administers employee disciplines and corrective actions
- ◆ Serves as the hospital's senior management representative with employee labor organizations regarding grievances, complaints, disciplinary actions, and other Human Resources related actions
- ◆ Develops processes and systems for coordination and administration of human resources functions in a civil service setting

Desirable Qualifications

The following qualifications are desirable, all interested candidates are encouraged to apply.

Education: Graduation from an accredited college or university with a Master's Degree in Public or Business Administration, Human Resource Management, Healthcare Administration, or a closely related field.

Experience: Five (5) years of professional Human Resources experience at a management level that includes administrative or analytical experience involving HR related fiscal, personnel, procedural, operational, and organizational matters in a healthcare or public employment setting.

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Approximate Annual Base Salary:

\$156,000-\$189,619

Compensation and Benefits

The County provides a competitive Senior Management benefit package that includes:

- ◆ Defined benefit retirement plan with reciprocity with CalPERS
- ◆ 15 days of vacation leave per year (20 days after 10 years, 23 days after 20 years)
- ◆ 12 days of sick leave annually with unlimited accumulation
- ◆ 14 paid holidays per year
- ◆ 80 hours of administrative leave annually
- ◆ 125 Flex Benefits Plan
- ◆ 2% employer contribution to the County's 457 Deferred Compensation Plan
- ◆ Vacation Cash-Out of 8, 8-hour days annually
- ◆ Life insurance
- ◆ County contribution to health, vision, and dental plans

Potential Cashable Compensation

	Step 1	Step 5
Base Annual Salary	\$156,000	\$189,619
2% Deferred Comp	\$3,120	\$3,792
Vacation Cash-out 8 days annually	\$4,800	\$5,834
Total	\$163,920	\$196,245

Recruitment Incentives*

(*Requires County Administrator Approval)

- ◆ Reimbursement of qualifying moving expenses up to \$5,000
- ◆ Vacation accrual rate consistent with candidate's total years of public service
- ◆ Sick leave credit up to 160 hours of unreimbursed sick leave from prior public sector employer

Application Procedure

Applications including resume, cover letter, and answers to supplemental questions must be received by the final filing date:

August 15, 2025

For more information or to apply online, visit our website at <https://jobapscloud.com/sjq/>

Selection Process

If warranted by the number of candidates, applications may be reviewed by a screening panel. Final candidates will be interviewed by the Hospital CEO.

Final appointment will be conditional upon passing a drug screening test, background check, and DOJ Live Scan fingerprinting.

This position is exempt from the San Joaquin County Civil Service System. Appointments to exempt positions are at-will and not governed by the Civil Service Rules.

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