



**DIRECTOR OF FACILITIES  
AND CAPITAL PLANNING,  
DEPARTMENT OF PUBLIC HEALTH  
CITY & COUNTY OF SAN FRANCISCO, CA**



Recruitment Services Provided By





## City Government

The City and County of San Francisco (City) is a consolidated city-county. It is the only such consolidation in the state of California. The City's Mayor is elected for a maximum of two four-year terms. The Mayor appoints most City and County officials, prepares the budget, and oversees City departments. The eleven-member Board of Supervisors passes legislation and approves budgets. Because it is a combined city and county, San Francisco includes departments typical of both - a large hospital and public health system; human services; and police, fire, and sheriff's departments. Other unique functions include a port, an international airport, water and power utilities, and public transportation.



## The Department

The Mission of the San Francisco Department of Public Health (SFDPH) is to protect and promote the health of all San Franciscans. SFDPH strives to achieve its mission through the work of multiple divisions- the San Francisco Health Network, Population Health, Behavioral Health Services, and Administration.

SFDPH is the largest City Department, with an annual operating budget of over \$3.3 billion. SFDPH employs over 9,000 people and contracts for more than \$600 million in community-based services. The San Francisco Health Network is the City's only complete system of care and has locations throughout the City, including Zuckerberg San Francisco General Hospital and Trauma Center, Laguna Honda Hospital and Rehabilitation Center, and over 15 primary care health centers.

The Population Health Division (PHD) provides core public health services for the City and County of San Francisco: health protection, health promotion, disease and injury prevention, and disaster preparedness and response. Behavioral Health Services operates in conjunction with SFHN and provides a range of mental health and substance use treatment services.

As the governing and policy-making body of the Department of Public Health, the San Francisco Health Commission is mandated by City & County Charter to manage and control the City and County hospitals, to monitor and regulate emergency medical services, and all matters pertaining to the preservation, promotion and protection of the lives, health and mental health of San Francisco residents. The Mayor of San Francisco appoints Health Commissioners to four-year terms.

For more information, please visit [www.sfdph.org](http://www.sfdph.org).

# The Opportunity

The San Francisco Department of Public Health (DPH) is seeking an experienced and strategic leader to serve as the Director of Facilities and Capital Planning. This full-time position has two major functions:

- Lead Facilities & Capital Planning for non-hospital sites at SFDPH that includes overseeing the development of capital projects including programming, design and construction; acquisition of new facilities; ongoing facilities maintenance; and analytical functions for all non-hospital facilities. Facilities under this role include outpatient clinics, behavioral health centers, residential treatment programs, and administrative offices—excluding the Zuckerberg San Francisco General (ZSFG) and Laguna Honda Hospital (LHH) campuses
- Planning, developing and implementing the department's capital strategic plan, managing a diverse portfolio of leased and owned facilities, and ensuring alignment with citywide planning efforts

This position reports to the DPH Chief Operating Officer and has at least seven direct reports.

This role centers on the strategic oversight of healthcare infrastructure, requiring a blend of high-level coordination with other City agencies and leading a lean and high performing team within a resource-constrained environment. The top priorities of the new Director of Facilities and Capital Planning will be:

- **Capital Project Oversight & Coordination**
  - **Healthcare Integration:** Ensuring all hospital capital projects are cohesive and aligned with broader DPH goals.
  - **Inter-Departmental Collaboration:** Serves as the primary liaison with the Department of Public Works (DPW). The delivery of capital projects is managed by the City's DPW with either their internal staff or through their external contracts. DPH does not have the authority to contract for either design or construction services. It is essential that the Director manage this specific institutional relationship effectively.
- **Facilities & Operations Management**
  - **Asset Preservation:** Responsible for the continuous maintenance and repair of all non-hospital existing facilities.
  - **Administrative Efficiency:** Leading a major consolidation of administrative functions to streamline operations.
- **Strategic Alignment**
  - **Citywide Initiatives:** Implementing City-Wide strategic initiatives related to capital and facilities.
  - **City-Wide Collaboration:** Navigating the complex, interconnected processes of the City government while maintaining the specific needs of the public health infrastructure.
- **Operational Environment & Culture**
  - **Resource Management:** Operating effectively in an "under-resourced" environment where demand consistently exceeds capacity.
  - **Problem-Solving Mindset:** The role requires a "can do" approach—finding creative solutions to complex problems under a high sense of urgency and bureaucratic complexity.

# The Ideal Candidate

The ideal candidate is a seasoned leader who thrives at the intersection of complex infrastructure, strategic planning, and public accountability. With a solid educational or experiential foundation in architecture, engineering, or construction management, they must bring a sophisticated understanding of technical requirements to capital projects and facilities management. Their professional roots are deeply embedded in the highly regulated healthcare sector, giving them a master-level understanding of the regulatory compliance and governance rigors unique to medical environments. They are experts in navigating the funding landscape—specifically regarding General Obligation Bonds—and carry the professional weight necessary to manage the intense scrutiny of taxpayer dollars with absolute transparency.

Beyond technical expertise, this individual is a bridge builder with a strong backbone. They are assertive yet measured and can stand their ground under immense political or public pressure, yet they never lose sight of the fact that this role is built on relationships. They possess the rare ability to maintain neutrality and respect in high-stakes environments, consistently taking the high road to keep momentum moving forward across a diverse portfolio of facilities. Strategically minded and customer-service oriented, they can pivot seamlessly between high-level prioritization and the dogged follow-through required to see a project to completion.

The ideal candidate will have the following education and experience:

- Possession of a bachelor's degree from an accredited college or university, AND  
Five (5) years of work experience managing a facilities or capital infrastructure function including design, construction, maintenance, operations, or financing, in a government agency or healthcare system, all of which must include supervising professionals performing these functions.
- Public presentation skills and outstanding interpersonal communication skills are also required.
- Certification in construction management is a plus.
- Working with elected officials, diverse stakeholders, and vendors. Experience working with labor unions is a plus.

Candidates from the public and private sector will be considered.



## Compensation

The anticipated hiring range is \$196,612 to \$250,978. Appointments above the maximum of the normal range may be considered based on documented and substantiated recruitment and retention issues or exceptional skills.

In addition to a competitive salary, the City offers a comprehensive benefits program including medical and dental insurance; retirement plan; deferred compensation plan; long-term disability plan; life insurance; 12 paid holidays per year; 5 floating holidays; 10 to 20 vacation days per year depending on years of service; and 5 days of paid executive leave per year.

For additional information regarding City benefits, visit: <https://sfdhr.org/mea-miscellaneous-benefit-summary>



## How to Apply

**This is a Position-Based Test conducted in accordance with CSC Rule 111A.** All job applications for the City and County of San Francisco must be submitted through our online portal. Please visit <https://careers.sf.gov/> to begin your application process. Learn more about the City's hiring process here: <https://careers.sf.gov/knowledge/process/>

For questions, inquiries, or candidate recommendations, please contact:

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*The City and County of San Francisco encourages women, minorities and persons with disabilities to apply. Applicants will be considered regardless of their sex, race, age, religion, color, national origin, ancestry, physical disability, mental disability, medical condition (associated with cancer, a history of cancer, or genetic characteristics), HIV/AIDS status, genetic information, marital status, sexual orientation, gender, gender identity, gender expression, military and veteran status, or other protected category under the law.*