



CHIEF MEDICAL EXAMINER - CORONER

LOS ANGELES COUNTY



The Opportunity

The County of Los Angeles is conducting a national search for the position of Chief Medical Examiner – Coroner. This at-will executive position is appointed by and reports to the Board of Supervisors. The ideal candidate will have a proven background in forensic pathology and demonstrated leadership qualities that will bring constructive, transformative change, strength, stability, advocacy, and credibility to the Department of the Medical Examiner – Coroner.

About the County of Los Angeles

With a population of more than 10 million people and 88 cities, Los Angeles County has more residents than any county in the nation. The County is rich in cultural diversity and home to world-renowned museums, theaters, the nation's motion picture industry, major universities, and numerous five-star restaurants. The mountains, deserts, and the beautiful Pacific Ocean, along with some of the world's finest urban recreational attractions, are freeway close. The County is governed by a five-member Board of Supervisors who are elected on a non-partisan basis and serve four-year terms. As the governing body, the Board of Supervisors serves as both the executive and legislative authority of the largest and most complex county government in the United States. The County has an annual FY2017 budget of approximately \$30 billion with over 34 major administrative units or departments serving the needs of the County's residents. The County employs more than 100,000 dedicated individuals to serve its diverse population.

The Department

The overall mission of the Department of the Medical Examiner – Coroner is to provide accurate, timely, dignified, compassionate, and professional death investigative services for the citizens of Los Angeles County. The Department also provides education, consultation, and research for local and national medical, legal, academic, and law enforcement communities. The Department is mandated by law to inquire into and determine the circumstance, manner, and cause of all violent, sudden, or unusual deaths occurring within Los Angeles County.

The Department is the largest of its kind in the United States, performing approximately 5,500 autopsies annually, and handling numerous high-profile cases. The Department operates 24/7 and includes four separate bureaus: Administration, Operations, Forensic Labs, and Forensic Medicine. The successful candidate will join a Department that is proud to be a leader in forensic death investigation and continues to be successful in maintaining the following accreditations: National Association of Medical Examiners, Institute of Medical Quality/California Medical Association, Accreditation Council for Graduate Medical Education, Peace Officers Standards and Training, and American Society of Crime Laboratory Directors/Laboratory Accreditation Board.

The Department has recently undergone facility refurbishment and renovations, including a new 500 body crypt facility and 21 new autopsy stations. Additionally, the Department is recognized for its work with medical schools, its collaborative research, professional development programs for a variety of public agencies, its outstanding Special Response Team, close working relationships with law enforcement agencies across the State, and its leading mass fatality planning process. The Department has a fully operational state of the art CT scanner.

The Position

The Chief Medical Examiner – Coroner performs the statutory functions to protect the public health and legal requirements of Los Angeles County relating to Forensic Pathology. This position is responsible for guiding the continuous transformation of the





Department to a more responsive and cost-efficient organization that is a model of innovation and effective use of technology throughout California and on a national level.

In addition to performing the duties of a forensic pathologist, the Chief Medical Examiner – Coroner is responsible for the overall administrative and operational effectiveness of the Department. This high-level medical executive works closely with a range of stakeholders and is often under intense media scrutiny. Key partners include law enforcement, courts, the District Attorney, the Public Defender, and other justice agencies, foreign consulates, the news media, and funeral directors.

Key knowledge and skills required of the successful candidate

- Thorough knowledge of the overall operation of the Medical Examiner – Coroner Department;
- Proven ability to manage challenging and critical components of a very large, complex, and fast-paced Department without a lapse in key activities;
- Demonstrated ability to perform management activities, including goal setting, budget management, human resource management, strategic planning, and the formulation and implementation of Los Angeles County policy/procedures;
- Considerable knowledge of microscopy, toxicology, ballistics, and investigative techniques as they relate to forensic medicine;
- Thorough knowledge of the procedures involved in detecting, analyzing, evaluating, and interpreting manifestations and symptoms of physical conditions from pathological examinations;
- An understanding of the sensitive nature of proactively reporting to and informing an elected Board;
- Awareness of media dynamics in a high-profile environment and experience with responding to public information requests;
- Superior interpersonal and communication skills, with outstanding public speaking abilities;
- Demonstrated track record and experience in leadership, motivation, and building consensus in a very large and complex one-of-a-kind organization;
- Knowledge of modern medicolegal death methods and techniques;
- Knowledge and understanding of the provisions of the Health Insurance Portability and Accountability Act of 1996 (HIPAA, Title II);

- Knowledge of, or ability to become knowledgeable, in Federal, State of California, and local ordinances, regulations, and laws governing death investigations;
- Thorough knowledge of established policies for deciding jurisdiction of cases, as well as investigative procedures for determining causes and manner of death;
- Thorough knowledge of established policies and procedures for receiving, storing, and releasing bodies;
- Thorough knowledge of the principles, practices, instruments, and methods used in the collection and processing of post-mortem evidence;
- Considerable knowledge of rules of evidence as they apply to the preservation of specimens from a post-mortem examination; and
- Ability to bring creative and innovative ideas to the operation and funding of the Los Angeles County Department of the Medical Examiner – Coroner.

The Ideal Candidate

The County of Los Angeles seeks a transformative and innovative leader to direct a nationally and internationally recognized department of 216 full-time authorized professionals, including 25 doctors and a FY2017 operations budget of approximately \$40 million.

The ideal candidate has had demonstrated success as a visionary leader known for creating collaborative and effective partnerships with a diverse group of stakeholders that reflect the County's values of serving the residents of Los Angeles County.

The successful candidate must have outstanding leadership qualities that will bring strength, stability, advocacy, and credibility to the nation's largest death investigation agency's position and programs. Top candidates for consideration will have had prior senior management experience in an organization that promotes best practices and have a proven track record of moving a department forward through effective change management, with the leadership and experience to successfully implement leading-edge systems and best practices.

The ideal Chief Medical Examiner – Coroner will have a unique blend of people skills and management and forensic pathology expertise. The success of the Chief Medical Examiner – Coroner will require an ability to convey an outstanding County-wide



forensic medical program's vision while providing sound management and leadership. Candidates must also thrive in a fast-paced and robust environment with a personal style that embraces a collaborative approach to decision-making and problem solving. Successful candidates will have the ability to create and lead teams, organize and prioritize the work of others, and build collaborative relationships.

The successful candidate should have extensive experience conducting autopsies, be a person who enjoys working with others, and communicates effectively both orally and in writing. The next Los Angeles County Chief Medical Examiner – Coroner should have an interest in Mass Fatality Management, organ and tissue donation, research, and teaching. The ideal candidate should be a consummate team player, be dedicated to the profession of forensic pathology, keep informed of new and improved methods in forensic pathology and medicine, and instruct the professional and technical staff in such methods.

Qualifying Experience and Education

Education and Experience: Graduation from an accredited school of medicine or osteopathy, with ten years of experience working in a city/county Medical Examiner's Office of similar size, scope, and complexity in the practice of pathology. Candidates should be certified by the American Board of Pathology in Anatomical and/or Clinical Pathology, and in Forensic Pathology.

Licensure/Certification: *Applicants must possess a license to practice medicine in the State of California.* (Reciprocity is available through application if state requirements are met and he or she must become licensed in California within six months following appointment.)

POST Background Required: The selected candidate will also be required to successfully pass a qualifying medical, psychological, and extensive background screening procedure to be arranged and coordinated by the County of Los Angeles and consistent with California POST regulations.

Candidates should be aware that Los Angeles County Board of Supervisors, working in concert with Ralph Andersen & Associates, reserves the right to determine the best combination of education and experience required for the Chief Medical Examiner – Coroner position.

Compensation and Benefits

The starting salary will be dependent on the experience and qualifications of the successful candidate. In addition to competitive salaries, the County offers a transportation allowance, flexible benefit plans with pre-tax elections that include: medical and dental insurance; retirement plan; deferred compensation plan; long-term disability plan; life insurance; 12 paid holidays per year; vacation. Relocation costs may be negotiable for the right candidate.

Application and Selection Process

For additional information, please visit the County's website at www.lacounty.gov. To be considered, candidates must submit a compelling cover letter, comprehensive resume, salary history, and six professional references via email to apply@ralphandersen.com.

Candidates are encouraged to apply immediately; this recruitment is open until filled. The first review of resumes will take place on March 24, 2017. All education and credentials will be verified and detailed verifications and background checks conducted. **Candidates should be aware that this is a confidential process.**

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed most qualified will be referred to the Board of Supervisors. It is anticipated that the Chief Medical Examiner – Coroner will start with the County of Los Angeles in April/May 2017 or on a mutually agreeable date.



The County of Los Angeles is an equal employment opportunity employer and encourages all qualified individuals to submit an application for this exceptional career opportunity.