



**Position:** Public Health Core Competency Functional Job Description Project (1 intern)  
**Semester:** Fall 2019  
**Location:** Abrams Public Health Center, 3950 S Country Club Rd. and other locations as needed  
**Supervisor:** Organizational Development Program Manager

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## Background

Pima County Health Department (PCHD) adopted the Council on Linkages Between Academia and Public Health Practices Public Health Core Competencies. “The Core Competencies for Public Health Professionals (Core Competencies) are a consensus set of skills for the broad practice of public health, as defined by the 10 Essential Public Health Services. Developed by the Council on Linkages Between Academia and Public Health Practice (Council on Linkages), the Core Competencies reflect foundational skills desirable for professionals engaging in the practice, education, and research of public health.”

PCHD’s Workforce Development Program evaluates its training against these Core Competencies to ensure professional development opportunities that align with skills outlined in them.

To reinforce the use of the Core Competencies, PCHD has determined functional job descriptions should include the Core Competencies. This will allow staff to understand and identify the skills for optimal job performance and areas for professional growth. The Core Competencies outlined in the functional job descriptions should be incorporated into staff performance plans and evaluations. As job tasks and responsibilities grow and change, annual review of the functional job descriptions, plans and appraisals shall be conducted to ensure staff are on track.

## Position Summary

The Pima County Health Department is seeking an intern to help revise the current functional classification system to include performance planning appraisals to include public health core competencies:

1. Evaluate PCHD positions by division, County classifications, PCHD function,
2. Work with program supervisors and division managers to identify and create functional job descriptions for staff;
3. Identify and incorporate the Core Competencies applicable to each Functional Job Description;
4. Develop a set of Public Health Workforce dimensions to be used by health department managers for employee evaluation and appraisals; and
5. Create a filing structure and repository for functional job descriptions for department-wide use.

This position will provide students with:



- Experience working on a workforce development initiative involving the identification and assignment of public health core competencies to public health positions;
- Exposure to the broad spectrum of positions/jobs required to provide public health services by a local health department; and
- Experience working with an interdisciplinary team of public health professions, including direct contact with the PCHD leadership team, program managers and supervisors.

The student will receive training on:

- The Ten Essential Public Health Services via Public Health Essential in Action provided by the U of A Western Regional Public Health Training Center;
- Core Competency Introduction and Overview developed by the Health Department and the U of A Western Regional Public Health Training Center
- Council on Linkages Public Health Core Competencies;
- Pima County Health Department Orientation

### Preference

The ideal student will be enrolled in a University of Arizona Health Sciences College (i.e., Public Health, Pharmacy, Nursing or Medicine) and be able to work effectively with multiple audiences and community partners; be a team player; have leadership qualities with strong interpersonal, verbal, listening and written communication skills; work well independently and in teams; be open, friendly, and comfortable working with diverse groups; have strong organizational skills including time management and delegation; and be interested in public health promotion and/or global health.

This is an unpaid position with a flexible work schedule.

### How to Apply

Submit a completed internship application to:

<http://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=361297>