DeKalb PUBLIC HEALTH

Looking for Work That Matters? **We're Hiring!** Join Our Team.

We are Accepting Applications for the Following Position:
Public Health Nurse Supervisor (10231)

Founded in the 1920s and headquartered in Decatur, GA, DeKalb Public Health (DKPH) works to protect, promote and improve the health and well-being of all DeKalb County residents.

Our vision is for a healthier DeKalb where all residents have equitable access to public health resources and live healthy lives. If you have a passion for people and are looking to make an impact on the health of the community, we invite you to join our team! For more information about our agency please visit dekalbpublichealth.com.

POSTING DATE: 11/18/2026 **APPLICATION DEADLINE: 12/18/2026**

EXCEPTIONAL BENEFITS INCLUDE:

- 13 Paid Holidays
- 3 Weeks Annual Leave
- 3 Weeks Sick Leave
- Flexible Schedules within our core working hours of M-F 8:15am-5pm
- Pension Plan
- Employer 401K Match
- Payroll Deductible Health Benefits
- Payroll Deductible Flex Benefits
- Flexible Spending Accounts
- Worksite Wellness
- Diverse Workforce
- Opportunities for Growth
- Hybrid teleworking option for eligible positions after probation

LOCATION: **East Health Center**
DIVISION/DEPARTMENT: **Clinical Services**
SALARY INFORMATION: **$81,955.29 Annually / Pay Grade N / Job Code HCP193**

DUTIES: Under general supervision, the Public Health Nurse Supervisor provides professional nursing services and supervises, guides, and evaluates assigned nursing and support staff. The position is responsible for planning, coordinating, implementing, and evaluating public health nursing services designed to prevent illness, injury, and disability; promote health; and maintain the health and well-being of individuals, families, and populations.

The Public Health Nurse Supervisor provides clinical leadership within assigned programs and ensures nursing services are delivered in accordance with nurse protocols, applicable laws and regulations, organizational policies, and established procedures. The position applies population health principles to identify community health needs, develop appropriate interventions, coordinate services, and promote equitable access to care.

The position may provide care and support to populations with special needs during disasters and public health emergencies, including biological and chemical incidents, pandemic response, mass sheltering, and mass dispensing operations.

The Public Health Nurse Supervisor exercises professional judgment, works with minimal supervision, provides mentorship and clinical guidance to nursing staff, and collaborates with internal departments, healthcare providers, community organizations, and other partners to achieve program goals and improve population health outcomes.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Clinical Nursing and Patient Care

- Provides professional public health nursing services in accordance with nurse protocols, policies, procedures, and applicable standards of practice.
- Provides clinical services to assigned target populations.
- Conducts comprehensive assessments of clients' health and healthcare needs.
- Develops comprehensive plans of care for individuals, families, and populations.
- Modifies client treatment plans based on client responses, health status, and changing conditions.
- Provides treatments and administers medications and vaccines consistent with nurse protocols and established clinical procedures.
- Provides preventive and maintenance healthcare services to patients and families.
- Provides immunizations, health screenings, basic life support (BLS), first aid, and assistance with convalescence and rehabilitation as applicable to assigned program responsibilities.
- Screens clients and makes appropriate referrals to healthcare providers, social service agencies, and other community resources.
- Provides health education and instruction to individuals, families, groups, and communities regarding the promotion and maintenance of health.
- Maintains appropriate clinical documentation and protects the confidentiality and privacy of client information.

Population Health and Community Health

- Apply principles of population health to public health nursing practice.
- Identifies high-risk populations and develops or tailors interventions based on population needs, available resources, and program priorities.
- Conducts or participates in community health and needs assessments.
- Uses community health information and program data to identify service needs, barriers, and opportunities for intervention.
- Participates in planning, organizing, implementing, and evaluating public health programs to ensure established goals and objectives are achieved.
- Supports strategies that promote health equity, prevention, early intervention, and access to appropriate healthcare and community resources.
- Participates in program evaluations and may manage specific program activities or evaluation initiatives.

Emergency Preparedness and Response

- Participates in public health emergency preparedness activities, drills, exercises, and response operations.
- Participates in exercises and preparedness activities related to pandemic influenza, mass sheltering, mass dispensing, and other public health emergencies.
- Provides nursing and public health support to populations with special needs during disasters and emergencies.
- Performs assigned responsibilities related to biological, chemical, infectious disease, or other public health emergency protocols.
- Works collaboratively with emergency response partners and follows established emergency operations plans and procedures.

Supervision and Staff Leadership

- Supervises, plans, assigns, coordinates, and evaluates the work performance of assigned staff.
- Provides day-to-day clinical and operational guidance to nursing and support staff.
- Communicates expectations, priorities, procedures, and performance standards to assigned employees.
- Provides coaching, feedback, mentoring, and professional development opportunities to staff.
- Identifies training needs and supports staff development to promote competency and quality service delivery.
- Serves as a mentor for new nurses and/or preceptor for nursing students, as applicable.
- Supports orientation, cross-training, competency development, and continuing education activities.
- Promotes accountability, teamwork, professionalism, and adherence to organizational policies and procedures.
- Addresses operational or performance concern in a timely, fair, and professional manner and escalates issues when appropriate.
- Provides leadership coverage and operational support within assigned clinical services and programs.

Collaboration and Communication

- Collaborate with physicians, nurses, healthcare professionals, public health staff, administrative personnel, and community partners to coordinate services and address client and population health needs.
- Coordinates program services with healthcare providers, social service agencies, community organizations, schools, and other partners to support effective implementation of public health initiatives.
- Develops and sustains productive community partnerships that strengthen access to healthcare and public health resources.
- Communicates clinical, programmatic, and operational information clearly and professionally to staff, leadership, clients, families, and community partners.
- Facilitates communication between staff, program leadership, community partners, and other stakeholders.
- Provides health education and public health information using communication methods appropriate to the audience.
- Promotes a collaborative work environment in which staff are encouraged to communicate concerns, share information, and contribute to problem-solving.
- Represents the organization professionally when interacting with clients, community members, healthcare providers, and external partners.

Program Operations and Quality Improvement

- Participates in the planning, organization, implementation, and evaluation of assigned program activities.
- Monitors program operations and service delivery to support compliance with applicable policies, procedures, protocols, and program requirements.
- Identifies opportunities to improve clinical services, workflow, communication, and client outcomes.
- Supports quality improvement initiatives and implementation of evidence-informed public health practices.
- Maintains accurate records, reports, and other required documentation.
- Performs job responsibilities with minimal supervision while exercising appropriate professional judgment.
- Participates in cross-training across various clinical services and public health programs.
- Performs other duties as assigned.

BEHAVIORAL COMPETENCIES

The successful Public Health Nurse Supervisor demonstrates the following competencies:

Leadership

Provides clear direction, establishes expectations, develops staff, and promotes accountability while supporting a positive and professional work environment.

Communication

Communicates clearly, respectfully, and effectively with staff, clients, families, healthcare professionals, leadership, and community partners. Demonstrates active listening and adapts communication to the audience.

Collaboration and Teamwork

Builds productive working relationships across disciplines and departments. Works cooperatively with internal and external partners to accomplish shared public health goals.

Clinical Judgment

Uses sound professional judgment to assess client and population health needs, determine appropriate interventions, identify risks, and make referrals or escalate concerns when necessary.

Accountability

Takes responsibility for decisions, assigned responsibilities, staff performance, and program outcomes. Follows through on commitments and addresses issues promptly.

Customer/Client Focus

Treats clients, families, coworkers, and community members with dignity, respect, professionalism, and compassion.

Adaptability

Responds effectively to changing priorities, staffing needs, clinical situations, public health emergencies, and evolving program requirements.

Problem Solving

Identifies problems, evaluates available information and resources, develops appropriate solutions, and takes timely action.

Cultural Responsiveness

Demonstrates respect for differences in culture, language, socioeconomic circumstances, health literacy, abilities, and individual needs. Supports equitable and accessible public health services.

Organizational Skills

Effectively prioritizes multiple clinical, supervisory, administrative, and program responsibilities while meeting established deadlines and service requirements.

Professionalism

Maintains appropriate professional conduct, confidentiality, ethical standards, and compliance with organizational policies and applicable nursing and public health requirements.

Initiative

Works independently when appropriate, anticipates operational and client needs, identifies opportunities for improvement, and takes appropriate action without requiring constant direction.

Conflict Resolution

Addresses disagreements, workplace concerns, and client issues professionally and constructively while maintaining respect and focusing on resolution.

MINIMUM QUALIFICATIONS: Bachelor's degree in nursing from an accredited college or university AND current Georgia license to practice as a Registered Professional Nurse AND CPR certification
OR
Associate's degree in nursing from an accredited college or university AND One year of nursing experience AND completion of a PHN course within one year of hire AND current Georgia Registered Professional Nurse license AND CPR certification.

NOTE: Thank you for your interest in DKPH. Due to the volume of applications, we are unable to provide application status by phone or email. All qualified candidates will be considered but may not necessarily receive an interview.
Selected applicants will be contacted for next steps. Applicants who are not selected will not receive notification. We have the right to close any position at any time for any reason.

Employment with DeKalb Public Health is not complete or official until applicants meet all pre-employment requirements. Requirements for this position may be subject to: Pre-Employment Drug Screening, Criminal Background Check/Fingerprinting, Previous Employment Reference Check, Specific Immunizations, Motor vehicle check, and/or Education and/or Licensure verification.

ALL APPLICANTS MUST APPLY FOR THIS POSITION & COMPLETE APPLICATION IN: "Career Opportunities" at Job Opportunities | Locations: dekalb county | Sorted by Posting Date descending | JOB OPPORTUNITIES (governmentjobs.com)*If you require accommodations under the American Disability Act (ADA), email request by the closing date of this announcement to: brittany.leslie@dph.ga.gov.*

DEKALB PUBLIC HEALTH IS AN EQUAL OPPORTUNITY EMPLOYER.