

Recruitment, retention, and succession planning for district health directors

Lee Rudd, MBA

Georgia Department of Public Health

Corresponding author: Lee Rudd • Georgia Department of Public Health • 2 Peachtree Street, Atlanta, GA 30303 • 404-657-2709 • lee.rudd@dph.ga.gov

Background: Since the District Health Director (DHD) leads the district health organization, plans must be put in place to ensure that we retain current directors and anticipate the future when the DHD retires from the position.

Methods: Best practices in the areas of recruiting, retention, and succession planning are used to present resolutions to the problems.

Results: By following the steps identified in the best practices, there is a reasonable chance that the district will be prepared for any change in leadership.

Conclusions: Using the best practices identified by human resources professionals combined with the unique characteristics of public health districts will ensure success.

Key words: management, public health professionals

<https://doi.org/10.21633/jgpha.7.120>

© Lee Rudd. Originally published in jGPHA (<http://www.gapha.org/jgpha/>) December 20, 2017. This is an open-access article distributed under the terms of the Creative Commons Attribution Non-Commercial No-Derivatives License (<http://creativecommons.org/licenses/by/4.0/>), which permits unrestricted use, distribution, and reproduction in any medium, provided the original work ("first published in the Journal of the Georgia Public Health Association...") is properly cited with original URL and bibliographic citation information. The complete bibliographic information, a link to the original publication on <http://www.gapha.jgpha.org/>, as well as this copyright and license information must be included.