



Chief Forensic PATHOLOGIST

Position Summary

This position provides Medical Examiner and Forensic Pathology services to the citizens of Mecklenburg County and 2 additional regional counties for cases under ME jurisdiction. The successful candidate will join 3 current full time forensic pathologists in performing approximately 700 autopsies and 850 external examinations annually, issuing reports, completing death certificates, and testifying in court. This position further serves as the department director of an independent County office developing and implementing policies and procedures in compliance with state statutes and contracts. Office support staff includes the business manager and 2 administrative positions, an investigations manager and 11 death investigators, and 5 forensic autopsy/morgue technicians. The position is currently being recruited to plan for future incumbent retirement in 2025 with an anticipated start date of March 1, 2025 to allow a smooth onboarding transition.

Essential Functions

- ✔ Performs autopsies and physical examination to determine the cause and manner of death.
- ✔ Prepares clear, concise narrative descriptions of autopsy findings.
- ✔ Proper completion of death certificates and supplements as required to accurately reflect cause and manner of death on assigned cases.
- ✔ Maintains Medical Examiner records and establishes policies for the documentation of the chain of custody for decedents' personal effects, evidence and human remains. Interprets histological, toxicological, chemical, hematological and microbiological laboratory results.
- ✔ Responsible for the review of all group work to ensure the quality and consistency of reports necessary for trial and prosecution purposes.
- ✔ Provides guidance, direction and work review to the support staff.

About Mecklenburg County Government

Mecklenburg County Government is more than just a place to work. The County provides an environment where you can touch and enrich lives every day in countless ways. From helping families in need to protecting the public's health, working here means you will have the opportunity to be a part of a team providing services for a large metropolitan county with a diverse population and thriving business community. It's not just a place to work - for some, it's an opportunity to serve their neighbors and make a difference in our community. For others, the role they take on fulfills a lifelong pursuit in an area of study. Whatever the reason you choose to work for the County, there is an opportunity for personal growth, professional development, and to truly make a difference in people's lives.



Essential Functions Continued

- ✓ Testifies in court as an expert witness. Maintains cooperative liaison with all elements of the criminal justice system.
- ✓ Coordinates with hospital transplant teams for authorized removal of organs, tissue, bone and eye donations.
- ✓ Establishes, evaluates, and monitors policies and operational procedures for handling potentially infectious autopsy cases and hazardous chemicals and equipment to assure optimal protection of personnel.
- ✓ Conducts regular evaluations of facility and equipment to assure operation and maintenance standards for equipment.
- ✓ Provides educational and informational opportunities through talks and lectures to law enforcement, medical and paramedical groups and other criminal justice and related agencies.
- ✓ Provides information and statistical information to community agencies, insurance companies, news media, social agencies, educational programs, etc.
- ✓ Coordinates office operations with State of NC ME system and State of NC statutes governing the ME system and performance of examinations and autopsies.
- ✓ Oversees all operational aspects of the office to include administration, investigations, and morgue operations through coordination with managers and supervisors in each of those areas.
- ✓ Directly oversees and evaluates the performance of the business manager, the investigations manager, and all forensic pathologists in the office.
- ✓ Serves as a department director and part of the County Manager's Cabinet.
- ✓ Participates in office finances and budget process with development of key performance indicators and Strategic Business Plan.
- ✓ Attend and participate in monthly Cabinet meetings, meetings with deputy county manager, office All Team meetings, meetings with County HR, and any other meetings as required in the role of department director.

Knowledge | Skills | Qualifications

Knowledge

- All federal, state and local regulatory requirements applicable to vital statistics recordation, laboratory operations, public records laws and rules of evidence
- Death scene investigation procedures
- Established laws, regulations, rules, policies and procedures governing the receipt, storage and release of bodies
- Microscopy, toxicology, ballistics and investigative techniques as they related to forensic medicine. Knowledge of rules of evidence as they apply to the preservation of specimens from a post-mortem examination

Skills

- Applicable forensic tools
- Applicable safety procedures
- Laboratory procedures
- Writing technical reports for presentations in court of law
- Meet and deal effectively with the public and employees
- Proficient in applicable computer programs

Preferred Qualifications

- 10 years of experience as a forensic pathologist/medical examiner
- 3 or more years of supervisory experience overseeing morgue operations and other pathologists, serving as a deputy director, or as a chief ME/FP

Minimum Qualifications

Experience

5 years of experience as a forensic pathologist performing autopsies and serving as a medical examiner investigating and certifying deaths. At least 2 years of experience in a supervisory role.

Education

Graduation from an accredited school of medicine with residency training in anatomic pathology (AP) or anatomic and clinical pathology (AP/CP) and 1 year of fellowship training in forensic pathology.

Licenses and Certifications

- Current NC Medical License
- Current board certifications in AP or AP/CP or other combination and in Forensic Pathology (FP)
- Requires a valid North Carolina or South Carolina Driver's License
- Requires County Driving Privileges
- Annual Motor Vehicle Record (MVR) check required

Combination of relevant education and relevant experience is acceptable



Abilities



- ✓ **Applied Learning**
Assimilating and applying new job-related information in a timely manner
- ✓ **Communicate**
Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the information provided
- ✓ **Decision Making**
Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints and probably consequences
- ✓ **Stress Tolerance**
Maintaining stable performance under pressure or opposition; handling stress in a manner that is acceptable to others and to the organization

Community Overview

Mecklenburg County is home to over a million residents and the City of Charlotte. With 6.9 million residents within 100 miles, Mecklenburg County and Charlotte lie in the heart of a region that is the sixth largest urban area in the United States. Mecklenburg County has the largest population of any county in the State of North Carolina. The County includes the City of Charlotte; the towns of Cornelius, Davidson, and Huntersville (north of Charlotte); and the towns of Matthews, Mint Hill, and Pineville (south and southeast of Charlotte). With a world-renowned park and recreation system, a range of professional and minor league sports teams, and diverse communities, people who come to Mecklenburg County find an energized downtown (also known as “Uptown”) and a variety of living options.

Charlotte-Mecklenburg has the excitement of a cosmopolitan city and the ease of Southern charm; it’s a world-class destination. Mecklenburg County is the most populous county between Atlanta, Georgia and Washington, D.C. Over the last decade, Mecklenburg County has attracted a large and growing number of people from around the country and the world. As a major hub for American Airlines – one of the country’s largest airlines – it is easy to get to Mecklenburg County. This access has helped attract several Fortune 500 and 1000 companies that bring millions of investment dollars into the local economy.

Mecklenburg County is governed by the Mecklenburg Board of County Commissioners (BOCC). The BOCC is a nine-member board made up of representatives elected from six single-member districts, and three at-large representatives elected by the entire county. Mecklenburg County contains seven municipalities including the City of Charlotte. As one of the largest counties in North Carolina, Mecklenburg County is recognized by Niche.com, a market leader in connecting colleges and schools with students and families, as one of the Best Counties for Families in North Carolina (#2), Best Counties for Young Professionals in North Carolina (#2), and Most Diverse Counties in North Carolina (#3). Mecklenburg County has also been recognized as one of the hottest housing markets in 2024 (#7) by Zillow.



Compensation & Benefits

A competitive salary based on experience will be offered for this position with generous benefits. Benefits include medical, dental, vision care, flexible spending accounts, short- and long-term disability as well as basic and supplemental term life insurance.

The selected candidate will be automatically enrolled into the North Carolina Local Government Retirement System upon their employment. In addition, there is optional participation in one of two deferred compensation plans, a 457 Plan or 401(k) Plan, with a 5% match from the County.



Application & Selection Process

Qualified candidates please submit your resume online by October 1, 2024 by visiting our website at <https://meckcounty.csod.com/ux/ats/careersite/1/home/requisition/12955?c=meckcounty&referralToken=eA8S0XavMUy3k1Ztpj4a7Q>.

Resumes will be screened on the basis of the criteria outlined in this brochure.

For more information, please contact:

Danthy Tillery, Director of Talent Acquisition

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Mecklenburg County Is an Equal Opportunity Employer and Values Diversity At All Levels Of Its Workforce.

