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BAC-10258

Contact Information

Contact Name	Michael Young-Hall	Home Address	
Preferred Phone		Home City	
Preferred Email		Home State	CO
Other Phone		Home Zip	
Other Email		County	CO
DOB		Hispanic or Latino origin or Descent?	No
Gender	Male	Race/Ethnicity	African American
Other Gender		Other Ethnicity	
		Salutation	
		Pronouns	He/Him

Application

Status	New	Council Resolution Number
Notes		

Board Information

Board Name	Board of Public Health and Environment	Original Start Date
		End Date
		Other boards or commissions served

Work Information

Employer	Work Address
Position	Work City
Business Phone #	Work State
Work Email	Work Zip

Additional Information

Are you a registered voter?	Objection to appointment?	No
If so, what county?	Special Information	
Denver City Council District No	Registered Lobbyist	No
Conflict of Interest Explanation	Conflict of Interest	No

Education and General Qualifications

Name of High School		Name of Graduate School	
Location of High School		Location of Graduate School	
# of Years Attended High school		# of Years Attended Graduate School	
Did you Graduate High School	Yes	Did you Graduate	
		Graduate Major	
Name of College			
Location of College			
# of Years Attended College			
Did you Graduate College			
Undergrad Major			

Reference Details

Reference Name #1	Reference Email #1
Reference Phone #1	Reference Address #1

Reference Name #2	Reference Email #2
Reference Phone #2	Reference Address #2

Reference Name #3	Reference Email #3
Reference Phone #3	Reference Address #3

Agree to a background check ☒

Owner Esther Lee Leach

Created By Denver Integration, 10/13/2025, 11:52 AM

Last Modified By Denver Integration, 10/13/2025, 11:52 AM

Notes & Attachments

IMG_3907.jpg

Type	Attachment
Last Modified	Denver Integration
Description	View file

+YoungHall_CV.docx

Type	Attachment
Last Modified	Denver Integration
Description	View file

MYH_Bio.docx

Type	Attachment
Last Modified	Denver Integration
Description	View file

Applicants History

10/13/2025, 11:52 AM

User	Denver Integration
Action	Created.

Michael leverages his business management and financial economics expertise gained through a Bachelor of Science in Business Management to lead transformational initiatives. Over the past 15 years, including a decade in the public sector, he has successfully led diverse teams of over 60 professionals, steered high-stakes projects, and navigated complex political landscapes with finesse. His leadership is characterized by a strong commitment to operational efficiency and strategic foresight, aimed at enhancing the department's ability to rapidly deploy resources and expertise to meet the dynamic needs of the residents of Adams County.

Michael Young-Hall

Denver, CO | m: [REDACTED]

POSITIONING STATEMENT

Seeking a Strategy & Operations position where I can leverage my proven ability to lead large-scale business transformations and optimize operational strategies to drive long-term organizational growth.

PROFESSIONAL PROFILE

Results-driven executive with 13+ years of experience leading large-scale implementations, financial operations, and strategic initiatives. Possessing proven ability to align cross-functional teams around mission-critical goals, drive operational excellence, and lead through change in complex, politically sensitive environments. Skilled in performance optimization, regulatory compliance, and stakeholder engagement, with a deep understanding of procurement, budgeting, and data-driven decision-making.

CORE COMPETENCIES

- | | | |
|---------------------------------------|----------------------------------|--------------------------|
| • Data Analysis & Performance Metrics | • Strategic Planning & Execution | • Operational Excellence |
| • Procurement & Contract Negotiation | • Risk Assessment & Mitigation | • Regulatory Compliance |
| • Financial Management & Budgeting | • Organizational Development | • Process Improvement |
| • Cross-Functional Team Leadership | • Stakeholder Engagement | • Change Management |

CAREER HIGHLIGHTS

- 13 years of experience in leading and developing high-performing teams, with a maximum supervision of 60 staff.
- 11 years of progressive leadership in financial oversight and strategic financial management.
- 10 years of expertise in grant oversight & management, procurement, contract management, and execution, ensuring compliance and operational efficiency.
- 7 years of aligning fiscal strategies with initiatives that promote equitable community outcomes and organizational sustainability.
- Achieved a 43% increase in employee engagement and a significant reduction in staff turnover through strategic workforce development initiatives.
- Designed and rolled out a comprehensive communication strategy that strengthened stakeholder engagement and facilitated progress on both immediate and long-term objectives.
- Steered strategic planning efforts for short, mid, and long-term priorities, ensuring seamless execution and maximizing value for stakeholders and customers.
- Championed executive sponsorship for key initiatives, including Business Development, Operational Excellence, Access, Accessibility, Compliance, and Brand Development.

EXPERIENCE AND IMPACT

ADAMS COUNTY HEALTH DEPARTMENT, BRIGHTON, CO, NOVEMBER 2022 TO PRESENT
DIRECTOR OF OPERATIONS

- Lead transformative, cross-functional initiatives that drive organizational change while overcoming challenges to meet core objectives and fulfill community needs.
- Oversee and establish policies for the organization's contracting and procurement processes to ensure compliance, operational efficiency, and provide guidance and training to enhance program effectiveness.
- Develop and implement the organization's inaugural multi-faceted business development strategy while broadening revenue sources to support financial stability amidst economic uncertainty.
- Align legislative and operational approaches with long-term goals to strengthen the organization's vision through seamless communication strategies for both internal and external stakeholders.

- Represent executive leadership in high-level stakeholder discussions while making decisive contributions and skillfully managing complex, politically sensitive issues.
- Serve as the chief thought partner to Executive Officer, acting as a force multiplier to execute on strategic vision.
- Advance inclusive leadership by navigating organizational hierarchies and stakeholder/governance interests.
- Conduct qualitative analyses of community needs to inform a multi-year funding and capacity-building strategy.

KEY ACHIEVEMENTS

- Co-piloted the design and execution of a \$30M health initiative, transforming a \$10M government investment into scalable operations through strategic planning and stakeholder alignment.
- Established the department's first business development program which generated \$3M in revenue within the first four months.
- Scaled operational capacity in the Operations division by 500% over a two-year period through recruiting critical roles to enhance public sector impact.
- Built a \$5M fund reserve by leveraging advanced fiscal forecasting and risk mitigation strategies to ensure financial resilience for a public service department.

PUBLIC HEALTH SEATTLE-KING COUNTY, SEATTLE, WA, FEBRUARY 2021 TO OCTOBER 2022

SENIOR OPERATIONS MANAGER (HSA II)

- Created frameworks to navigate environmental pressures, political dynamics, and employee needs while boosting staff satisfaction and retention during times of rapid transformation.
- Managed purchasing and procurement operations during emergency responses to quickly adjust processes to comply with shifting regulatory requirements.
- Guided financial forecasting and budget submissions to successfully secure continued funding for critical programs through effective advocacy.
- Served as the organization's representative in national forums, high-stakes negotiations, media interactions, and union discussions with focus on maintaining strong external relationships.
- Formulated and executed risk mitigation strategies while protecting organizational assets and improving operational efficiency.

KEY ACHIEVEMENTS

- Executed an effective market-entry strategy for a new mobile service line by leveraging client feedback to align offerings with community needs.
- Optimized warehouse staging and picking operations to reduce distribution time by 26% and increase resource accessibility for public sector clients.

PUBLIC HEALTH SEATTLE-KING COUNTY, SEATTLE, WA, NOVEMBER 2017 TO FEBRUARY 2021

PROGRAM MANAGER – CONTRACTS, FINANCE, DATA

- Established a comprehensive sub-recipient monitoring process that met federal and state regulations while setting a new departmental benchmark and ensuring audit success.
- Spearheaded formal solicitation processes, updated financial contract exhibits, and ensured compliance with contract terms and conditions.
- Cultivated trusted relationships with financial executives while boosting the program's reputation through transparent communication and collaborative partnerships.
- Leveraged advanced data analytics to generate actionable insights while optimizing financial, staffing, and clinical service metrics for improved decision-making.
- Streamlined financial contract processes to improve efficiency and compliance while ensuring alignment with organizational objectives and external regulatory requirements.
- Monitored contract performance and compliance while conducting regular assessments to identify areas for improvement and ensure optimal outcomes.

KEY ACHIEVEMENTS

- Directed a transformational change initiative across a 1,300-member department which involved establishing financial monitoring practices to enhance funder compliance and sub-recipient accountability.
- Partnered with the Contract Manager to redefine legacy governmental grant making processes to focus on community collaboration and grass roots solution making.

KING COUNTY HOUSING AUTHORITY, TUKWILA, WA, JUNE 2014 TO NOVEMBER 2017

PROGRAM & DATA ADMINISTRATOR

- Provided functional leadership to administrative teams by facilitating skill development, reclassifications, and fostering stronger cross-departmental collaboration.
- Directed end-to-end procurement activities to ensure compliance through contract execution and continuous monitoring of adherence to guidelines.
- Handled a comprehensive budget, including fund allocation, compliance, reporting, and accounting, to maintain financial integrity and operational efficiency.
- Took the lead in managing four projects leveraging waterfall methodology to streamline application processing workflows, improving efficiency and reducing client wait times by 23%.
- Introduced the department's first data and financial analytics framework which led to a reduction in unused grant funds and optimizing resource allocation.
- Headed the digital transformation of a legacy database to a SaaS platform, equipping the organization with data-driven decision-making capabilities to advance climate change initiatives.

KEY ACHIEVEMENTS

- Executed administrative improvement projects that resulted in a 20% increase in efficiency, supported by measurable metrics and thorough evaluation processes.
- Built foundational data storage systems and analytical frameworks for Capital Construction and Resource Conservation programs to enable senior leadership to make data-informed decisions.

EDUCATION

BACHELOR OF SCIENCE (B.SC.) IN BUSINESS MANAGEMENT, 2021

Western Governors University

PLANS AND STRATEGIES

- Economic Resiliency Strategy, Adams County Health Department, In-progress, 2025
- Long-term Sustainable Growth, Adams County Health Department, In-progress, 2025
- Strategic Asset Management, Adams County Health Department, In-progress, 2025
- Business Development, Adams County Health Department, Completed, 2024
- Business and Operational Excellence, Adams County Health Department, Completed, 2023
- Financial Compliance and Audit Readiness initiative, Public Health Seattle-King County, Completed, 2018
- Employee Recognition Program, King County Housing Authority, Completed, 2017
- System Transformation Project, King County Housing Authority, Completed, 2017
- Employee Retention Initiative, Ross Stores, Completed, 2012

AWARDS AND HONORS

- Excellence Award – Business Communications, WGU, 2019
- Honors, Phi Theta Kappa, Pierce College, 2011

PROFESSIONAL AFFILIATIONS

- International City/County Management Association (ICMA), Member, 2023 – present
- Colorado Public Health Association (CPHA), Member, 2023 - present

VOLUNTEERISM

- Helped organizations set up emergency homeless shelters, open new transitional housing sites, and relocate services after a building flood when in previous roles

ADDITIONAL INFORMATION

Technical Proficiencies: Tableau, Power BI, Trello, Smartsheet, Figma, Microsoft Office Suite, Active Directory, Microsoft Project, Visio, Access, SAP, Visual Basic, QuickBooks, SketchUp, VBA, HTML, Adobe Creative Cloud, PeopleSoft, Lucid Chart, Airtable, UKG, Visme, Canva, AI Tools: ChatGpt, Gemini, Co-Pilot

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