

San Joaquin County invites applications for



Deputy Director of HSA Children's Services

*THE POSITION

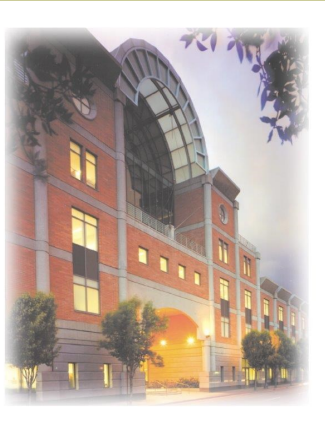
The Deputy Director is a senior management position and is a key member of the Human Services Agency leadership team. The Deputy Director will oversee the Children's Services Bureau. The overall responsibilities of this position requires an individual to possess a strong administrative and operational background to manage the various children's services programs in the department. Well qualified candidates will possess a master's degree in Social Work, have been successful and effective in leading other supervisory staff in children's services programs and the ability to build strategic partnerships with various stakeholders in the community. Well-qualified candidates also must have budget experience, be a strong communicator and presenter, have exceptional interpersonal skills, and have a strategic mindset in planning and problem solving

**This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.*

THE AGENCY

The San Joaquin County Human Services Agency (HSA) provides State and Federally mandated social services benefits to the citizens of San Joaquin County. HSA offers opportunities for a life of self-reliance and fulfillment through comprehensive and integrated programs designed to assist the clientele to break the cycle of dependency and poverty. The Agency places strong emphasis with coordination and outreach with cities, school districts, special districts, non-profits and other agencies.

The Human Services Agency employs 1,300 individuals and has an annual operating budget of \$371M. The Agency is comprised of five main bureaus: Administrative Services, Aging and Community Services, Children's Services, Employment and Youth Services and Income Maintenance.



Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton CA 95202
Phone: (209) 468-3370
Fax: (209) 468-0508



**Exempt Recruitment
Announcement:
0216-EB2100-EX**

San Joaquin County is an Equal Opportunity Employer

SAN JOAQUIN COUNTY

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

ARTS, CULTURE, AND RECREATION



The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and the Children's Museum of Stockton are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

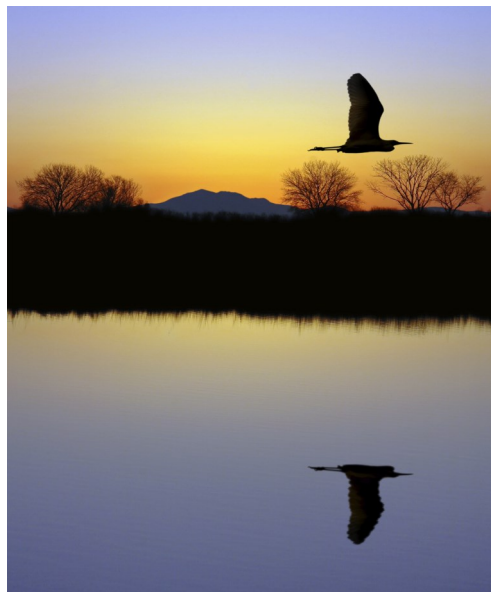
Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, picnicking, swimming and organized sports. Annual family events include Stockton's Asparagus Festival, attended by thousands of fun-seekers from the county and beyond, held in downtown Stockton.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The county-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor north to Sacramento and offering access to the San Francisco Bay.

AGRICULTURE

The County is one of the most agriculturally rich regions in California and is the number one producer, statewide, of asparagus. Twenty-four thousand acres of county farmland are dedicated to production of this crop. In recent years, the leading crop in the county has been wine grapes, and wineries and vineyards have sprung up from Stockton to Lodi.



EDUCATION

From preschool to higher education, the county has it covered with an abundant array of opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus - Stockton Center, Humphreys College and School of Law, National University and San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The county's 17 school districts provide families with a wide choice for children's educational development.

HOUSING

Homes and apartments are plentiful and the median home price in the county is still affordable when compared to other nearby areas.

Affordable, comfortable housing is available in most sections of the county and new homes abound in both the south and north area, with historic homes found mostly in central Stockton and downtown Lodi.

San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from unique cultural, recreational, and educational opportunities, that the area provides.



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CHILDREN'S SERVICES

In an effort to ensure that San Joaquin County's children experience a safe, healthy and nurturing family environment, the Children's Services Bureau works to:

- ◆ Protect and care for children who have been abused or neglected.
- ◆ Strengthen and preserve families whose children are in danger of abuse or neglect.
- ◆ Find permanent homes for children who cannot be returned to their families.
- ◆ Support the work of foster parents and other substitute caregivers.
- ◆ Provide leadership in planning, collaborating and integrating culturally-appropriate services for children and families.

The Children's Services Bureau is comprised of the following services and programs:

- ◆ Child Abuse Investigation
- ◆ Child Protection
- ◆ Family Maintenance/Reunification
- ◆ Foster/Relative Care Services
- ◆ Placement
- ◆ Supportive Services to Dependent Youth
- ◆ Adoption

OPPORTUNITIES & CHALLENGES

The selected individual will be tasked to focus on the following priorities:

- ◆ Continued improvement to safeguard children of the community from abuse and neglect
- ◆ Recruit and develop talent to enhance service delivery

THE IDEAL CANDIDATE

The ideal candidate will possess:

- ◆ Exceptional and effective leadership skills; and a proven ability to effectively build and manage teams.
- ◆ Superior analytical skills.
- ◆ High level of integrity, and an ethical and fair philosophy.
- ◆ The ability to leverage the technical expertise of internal and external resources while managing competing demands.
- ◆ Well-developed organizational and decision making skills as well as superb interpersonal skills.
- ◆ Exceptional working knowledge of children's services programs in a government setting.
- ◆ A proven track record of developing and maintaining a high performance culture.
- ◆ Excellent written and verbal communication skills.
- ◆ A demonstrated ability to work collaboratively and thinks innovatively.
- ◆ A commitment to providing exceptional customer service and meeting community needs.





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COMPENSATION PACKAGE

Annual Base Salary: \$101,484 - \$123,360

In addition to the base salary, the County offers:

- ◆ Cafeteria Plan in the amount of \$24,023 annually which may be used to purchase medical, dental, and vision coverage.
- ◆ A 2% employer contribution to the County's 457 Deferred Compensation Plan (valued from \$2,029 to \$2,467)
- ◆ Vacation cash-out up to 8 days annually (valued from \$3,122 to \$3,759)

Potential Cashable Compensation:

	Step 1	Step 5
Annual Base Salary	\$101,484	\$123,360
2% Deferred Comp	\$2,029	\$2,467
Vacation Cash Out - 8 days annually	\$3,122	\$3,795
Cafeteria	\$24,023	\$24,023
Total	\$130,658	\$153,645

- ◆ 1937 Act plan with reciprocity with CalPERS
- ◆ 125 Flex Benefits Plan
- ◆ 12 days of sick leave annually with unlimited accumulation
- ◆ 15 days of vacation leave a year (20 days after 10 years. 23 days after 20 years)
- ◆ 14 paid holidays per year
- ◆ 10 days of paid administrative leave

RECRUITMENT INCENTIVES**

- ◆ Reimbursement of qualifying moving expenses up to \$2,000
- ◆ Vacation accrual rate consistent with candidate's total years of public service
- ◆ Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

**Recruitment Incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.

DESIRABLE QUALIFICATIONS

Education: Graduation from an accredited college or university with a master's degree in social work.

Experience: Five years of managerial experience in a public social service agency organization or program, including two years in a children's social services program.

REQUIRED QUALIFICATIONS

License: Possession of a valid California driver's license.

APPLICATION AND SELECTION

Completed application package including the supplemental application must be submitted to the Human Resources Division by the final filing date:

February 26, 2016

Apply Online Today: www.sjgov.org/hr

or

submit your application, supplemental and resume to:

San Joaquin County Human Resources
 Attn: Gary Hung
 44 N. San Joaquin Street Suite 330
 Stockton, CA 95202
 Tel: 209.468.3273
 Fax: 209.468.0508

If warranted by the number of applicants, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in selection processes.

A background investigation will be required for all final candidates. Final appointment will be conditional upon passing a drug screening test as well as DOJ Live Scan fingerprinting.



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SUPPLEMENTAL QUESTIONS

Please submit responses to the following questions along with your employment application to the San Joaquin County Human Resources Division. Please number your responses and address each question separately, limit-one page per question. This is an important part of your application package that will allow us to thoroughly assess and evaluate your qualifications for the position of Deputy Director of Human Services Agency.

1. Do you possess a master's degree from an accredited four-year college or university preferably with a degree in social work?

If yes, please provide information below:

Name of College/University: _____
Degree/Major Obtained: _____

2. This position will oversee the Children's Services Bureau . Provide a **detailed description** of your management experience in the following areas. Include your employer's name, position title and dates of employment

- ◆ Child Protective Services (CPS)
- ◆ Adoption and Placement Services
- ◆ Foster/Relative Care Services
- ◆ Support Services to Dependent Youth
- ◆ Family Maintenance/Reunification

Budgetary Experience

3. Describe your experience preparing budgets that demonstrates the depth of your experience. Describe the organization, the size of the budget and your role and responsibility.

Strategic Planning and Project Management

4. Describe specific experience you have in planning and managing large scale organizational changes. Please explain your role and project outcomes achieved through your leadership.
5. Provide examples of children services programs you led and developed, including any accomplishments that were made under your leadership.

Management Experience

6. Describe your experience managing supervisorial, administrative, and support staff in a public social services agency. Please include the number of employees you manage directly as well as ones you manage indirectly through other staff who report directly to you.