



# Health and Human Services Department

Invites applications for:

## **Director** Children's System of Care

This recruitment will be open until filled. The first application review date is 01/06/2017.

## The Opportunity

This is an extraordinary career opportunity to join a progressive and innovative county located in scenic Northern California. Placer County is an award-winning organization and a noted leader in the field of health and human services. The County seeks to attract highly qualified candidates for consideration that bring credibility passion and an innovative approach to the delivery of services to the community.

## County Governance and Organization Structure

The County is governed by a five-member Board of Supervisors elected to four-year terms by voters within their respective districts. This governing structure has nearly all non-elected Department Heads reporting to David Boesch, the County Executive Officer. The County's budget for FY 2016/17 is \$815 million with a current staff of approximately 2,900.

## Health & Human Services Department

The consolidated Department of Health and Human Services (HHS) is a mission-driven organization responsible for a broad range of public health, behavioral health and human services. HHS places people first in its continuing mission of safeguarding the health, environment, and well-being of Placer County's residents and animals. HHS consists of six divisions, including:

- Administration
- Adult System of Care
- Children's System of Care
- Human Services
- Public Health
- Environmental Health/Animal Services

The successful candidate for the Director of Children's System of Care (CSOC) position will have the exciting opportunity to work closely with the Department Director to lead a team committed to the delivery of child welfare and children's mental health services.

The HHS operating budget for 2016/2017 is approximately \$184 million with 780 positions. Approximately 167 of these positions are allocated to CSOC.

## The Position

The CSOC Division is a unique, nationally recognized model for engaging high-risk, adolescents, and families in a full spectrum of care and support services.

The CSOC Director is an unclassified management position that reports directly to, and serves at the pleasure of, the HHS Department Director. This position initiates, organizes, directs, and coordinates the design and development of multiple, comprehensive integrated services for CSOC, including:

- Adult, Child and Community Emergency Services System (ACCESS)
- Alternative Education Services
- Children's Mental Health
- Child Welfare Services
- Juvenile Probation Services
- Family Wraparound Services
- Foster Care/Public Adoptions
- Foster Youth Services/Educational and Health Assistance
- Substance Abuse Services

The Director serves as the division head, directing and managing multiple, complex programs equivalent in scope and impact to mid-size departments. This position also serves as a member of the Systems Management Advocacy Resource Team (SMART), a policy council that provides guidance to improve services to children and their families through an integrated, inter-agency system of multi-disciplinary teams.

The successful candidate for this position will possess a commitment to the philosophy that Placer County is "better together" and demonstrate the experience necessary to forge effective partnerships with county, private sector, and non-profit stakeholders including, but not limited to: schools, community agencies, local business, faith-based organizations, criminal justice

systems, United Auburn Indian Community, and First 5 Placer Children and Families Commission to transform what we do today to bring a better tomorrow for those we serve.

## The Ideal Candidate

The ideal candidate will be a decisive leader, a strong program and budget manager, and an accomplished professional with a demonstrated ability to develop innovative options to issues facing the Department and the community. This effective leader will bring outstanding creativity, communication, and consensus building skills along with a track record of working collaboratively with a broad range of people and organizations reflecting a diverse cultural and economic population.

In addition to the minimum education and experience, the ideal candidate will be an articulate, patient, politically astute and goal oriented individual who is able to communicate effectively and contribute to the accomplishment of the goals and objectives of Placer County and HHS. In addition the ideal candidate will possess and demonstrate the following experience and skills:

- Mentoring, leading, and motivating staff in a complex, integrated, inter-agency and multi-disciplinary service environment that fosters mutual respect.
- Proactively working to develop, implement, evaluate, and achieve organization-wide goals.
- Developing, implementing, and evaluating client services programs with a focus on successful outcomes that result in populations achieving self-sufficiency, improve health, personal safety and dignity.
- Excellent interpersonal ; team building, mentoring, coaching, and supervisory skills.
- Ability to maintain a steady sense of humor.

## Placer County and the Region

Today, Placer County represents a rapidly growing and prosperous community characterized by a healthy and mature economy, attractive business environment, and residents who benefit from a developed educational, safety and healthcare infrastructure, in addition to abundant recreational opportunities. Additionally, the County has benefited financially by the development

agreement with the United Auburn Indian Community to build and subsequently expand the Thunder Valley Casino, located in Lincoln off Highway 65. Also, William Jessup University, a four-year institution, and Sierra College, at two-year institution, are both located in Placer County.

The County encompasses 1,506 sq. miles (including 82 sq. miles of water) or 964,140 acres (including 52,780 acres of water) and is located 80 miles northeast of San Francisco. Total population is approximately 375,400 as of 2015 in both the unincorporated and incorporated (Auburn, Colfax, Lincoln, Loomis, Rocklin, and Roseville) areas of the County. It is bordered by Nevada County to the north, the State of Nevada to the east, El Dorado and Sacramento Counties to the south, and Sutter and Yuba Counties to the west.

Well known for the excellent, award winning elementary and high schools, Placer County also offers a range of housing options including those on small lots, one-five acre parcels, larger horse properties, or on property with a mix of farming opportunities.

Placer County is part of the Sacramento Region, which also includes the Counties of El Dorado, Sacramento, Sutter, Yolo and Yuba. The Government Center is located in Auburn and is well positioned 30 miles northeast of Sacramento, the State Capital. San Francisco and the Bay Area are an easy drive of 90 miles by car or also serviced by Amtrak stations in Auburn and Rocklin. Napa Valley is less than an hour away from the heart of Gold County.

Outdoor recreation activities in Placer County are abundant all year long and range from hiking, biking, horseback riding, to rafting on rivers, snowshoeing and skiing—adding to a focus on an array of resort and supporting industries.

Additionally, a number of vineyards and wineries have expanded throughout the County, bringing in a number of visitors and relocated activities. The Sierra Nevada Mountains and Lake Tahoe, parts of which are located in Placer County as well as the stunning beauty of the foothills, offer an unlimited range of recreational opportunities and incredible scenery.

Placer County also has a county wide agricultural marketing program called PlacerGROWN that assists county farmers with direct marketing of their locally grown products. They offer a wide variety of fresh produce year round, from Satsuma mandarin oranges in November and December, to peaches, plums, nectarines, and strawberries in spring and summer. Also grown is a large variety of fresh vegetables. Several ranches provide locally raised beef, sheep and hogs. The county has a year round Farmer's Market in Auburn with many seasonal markets open in various locations within the county.

## Minimum Qualifications

**Experience** – Seven years of increasingly responsible experience in health and/or human service agency, including at least four years of administrative and management responsibility. Experience in a multidisciplinary setting that engages children, adolescents and families in child welfare services, mental health and wraparound services is preferred.

**Education** – Equivalent to a Bachelor's degree from an accredited college or university with major coursework in the behavioral sciences, public administration, sociology, psychology, and social work. A Master's degree is preferred.

## Compensation and Benefits

**Salary** – The annual salary range for this unclassified management position is \$115,772.80 – \$140,774.40. A 1% General Wage Increase will be added effective January 21, 2017.

**Annual Leave** – The County provides 100 hours of management leave to be used as time off or cash-in addition to a competitive vacation and sick leave package and thirteen (13) paid holidays per year.

**Cafeteria Plan** – The County provide \$2,100 per calendar year that can be taken in cash or used for unreimbursed medical expenses, unreimbursed dependent care expenses, or 401(k) plan contribution.

**Deferred Compensation** – Voluntary 401(k) and 457 programs are available through payroll deductions. The County will match one dollar for every four dollars in employee contributions made to a 401(k) account up to a maximum employer contribution of \$750.00 per employee per calendar year.

**Health, Dental and Vision Insurance** – Health coverage is available through CalPERS with the County paying 80% of the selected plans total premium for employee. Dental and Vision insurance are fully paid by the County for the employee; the employee pays the premium for dependents.

**Life Insurance** – A fully paid double indemnity life insurance policy of \$50,000 is provided for the employee. An accidental death policy of \$10,000 is also fully paid by the County.

**Retiree Medical** – Employees hired prior to January 2, 2005, receive the same County medical contribution as active employees upon retirement with five years PERS service credit. Employees hired after January 2, 2005, receive 50% of the County medical contribution upon retirement with ten years PERS service credit inclusive of five years of Placer County service. Employees receive an additional 5% of the County medical contribution for each additional year of service up to 20 years.

**Retirement Plans** – Employees are covered by Social Security and the California Public Employees' Retirement System (CalPERS). Pension formula is dependent upon hire date with Placer County. The current formula for new employees without previous membership in a CalPERS agency (or reciprocal agency) is 2% @ 62. Employee contribution is 6.25%.

## Application Process

To be considered for this excellent career opportunity, please submit a completed application via the County's website at [www.jobsatplacercounty.com](http://www.jobsatplacercounty.com). When submitting your application, please also upload a cover letter, and an expanded resume (no more than four

pages) by clicking the “Upload Resume” button on the tab labeled “Resume.”

This recruitment will be open until filled. Interested candidates are encouraged to apply immediately. To be included in the first screening, complete application materials must be submitted by January 6, 2017.

## Selection Process

An application appraisal screening will be conducted to select a reasonable number of the best-qualified candidates who will be invited to an interview. The interviews will be used to appraise the education, experience, and personal qualifications of each best-qualified applicant.

Appointment to this position will be contingent upon successful completion of a post-offer Pre-Employment background investigation, including fingerprint clearance, and physical examination.

For additional information about Placer County please visit the website at [www.placer.ca.gov](http://www.placer.ca.gov).