

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



## ASSISTANT CHIEF PROBATION OFFICER

Anticipated Appointment Salary— Dependent on Qualifications  
Executive Benefits Package



# ASSISTANT CHIEF PROBATION OFFICER | COUNTY OF SAN DIEGO

## PUBLIC SAFETY GROUP

The County of San Diego invites résumés from candidates with exemplary qualifications for the position of Assistant Chief Probation Officer in the Public Safety Group.

The Assistant Chief Probation Officer is responsible for assisting the Chief Probation Officer in leading a department of Probation Officers and administrative staff, who supervise more than 13,000 adults and juveniles in the community, and another 400 in juvenile halls and camps. The Probation Department employs 1,242 staff and has an operating budget of \$224 million.

## THE IDEAL CANDIDATE

The ideal candidate will be a dynamic and visionary leader who values collaboration and thrives in an environment of multiple stakeholder priorities. The juvenile justice and criminal justice systems in San Diego rely heavily on a collaborative team approach to achieving results and maintaining public safety. The ideal candidate will demonstrate how he or she will successfully integrate the Probation Department within this unified effort. His or her professional history will demonstrate the following leadership competencies and attributes:

- Stimulates and actively initiates change in the organization
- Remains optimistic and persistent, even under adversity
- Carefully considers implications and impact of decisions across the organization and in the region
- Effectively manages conflict and problem solving
- Builds and supports mutually beneficial relationships with other County departments, outside organizations and community stakeholders
- Looks beyond department boundaries when making decisions
- Possesses strong technical and interpersonal skills

## MINIMUM QUALIFICATIONS

Qualifying candidates will possess a bachelor's degree from an accredited college or university AND, five (5) years of management experience that demonstrates the ability to perform the essential functions of the classification. Experience must include four (4) years of management level experience and at least one (1) of which includes supervision in a sworn position of a criminal justice or corrections agency.

## COMPENSATION

The anticipated appointment salary for this position will be dependent on qualifications. Salary reviews are performance-based and goal oriented.

## BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death & Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program as a Safety Member
- Reciprocity with other governmental retirement systems may be granted; for further information, please review the [San Diego County Employees Retirement Association](#) website
- Deferred Compensation Program (457) and 401(a) plans

## PROBATION DEPARTMENT

The mission of the County of San Diego's Probation Department is to protect community safety, reduce crime and assist victims through offender accountability and rehabilitation. The department is committed to reducing recidivism and protecting community safety and has developed a wide variety of community outreach prevention programs to strengthen families, increase youth resilience, and reduce gang involvement for youth at risk of entering the juvenile justice system. Officers provide offenders with positive alternatives to crime and have assisted tens of thousands to live a law-abiding lifestyle. These programs, created in collaboration with the courts, law enforcement, health agencies, schools, social service agencies, and other community-based organizations are located throughout San Diego County.

The National Association of Counties (NACo) recognized Probation with nine achievement awards over the last three years for outstanding programs and services.

Services include:

- Increase public safety and reduce crime using evidence-based and best practices with adults under supervision
- Detention for delinquent juveniles in two Juvenile Hall facilities
- Treatment and custody for juvenile wards in two minimum-security facilities
- Investigation and supervision services for juvenile and adult offenders as ordered by the San Diego Superior Court
- Supervision and re-entry services to adult inmates returning to the community from prison in accordance with requirements of AB 109, Public Safety Realignment
- Victim assistance through notification and restitution



## THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$5.35 billion and provides services to the residents of the County through its 17,000 employees in 42 different departments.

## GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). By communicating and adhering to this business model, the County of San Diego is able to maintain an organizational culture that values transparency, accountability, innovation and fiscal discipline which provides focused, meaningful public services.

# APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted online at [www.sdcounty.ca.gov](http://www.sdcounty.ca.gov), select the link for jobs.

Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff.

An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

The first review date for résumés will be on **Monday, September 26, 2016**.

## SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

## NOTES

The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. For more information please visit [www.livewellsd.org](http://www.livewellsd.org).



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any *county*, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Brandy Winterbottom Whitney, Deputy Director, Human Resources at [Brandy.Winterbottom-Whitney@sdcounty.ca.gov](mailto:Brandy.Winterbottom-Whitney@sdcounty.ca.gov) or 858-505-6324. Questions about the position or department should be directed to B.J. Tamayo, Group Human Resources Director for the Public Safety Group at [BillieJean.Tamayo@sdcounty.ca.gov](mailto:BillieJean.Tamayo@sdcounty.ca.gov) or 619-531-4507.

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