

COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



DEPUTY DIRECTOR, DEPARTMENTAL OPERATIONS

HEALTH & HUMAN SERVICES AGENCY

Child Welfare Services

Starting Pay Range \$95,000 to \$105,000

Excellent Benefits Package

DEPUTY DIRECTOR, DEPARTMENTAL OPERATIONS | COUNTY OF SAN DIEGO

HEALTH & HUMAN SERVICES AGENCY | CHILD WELFARE SERVICES

The Health & Human Services Agency (HHS) of the County of San Diego is seeking on line applications and résumés from qualified individuals for Deputy Director, Departmental Operations, to fill two current vacancies in Child Welfare Services (CWS). HHS is one of five groups of the San Diego County government and is committed to advancing the County's vision of *Live Well San Diego*, of a region that is Building Better Health, Living Safely and Thriving. Based upon a foundation of community engagement, involvement, *Live Well San Diego* seeks population health wellness through community engagement and collective impact.

To learn more about *Live Well San Diego*, click [here](#).

There are currently two Deputy Director, Departmental Operations vacancies in Child Welfare Services. Under the administrative direction of the Director, Child Welfare Services, the first executive management position will be responsible for the oversight and implementation of local, State and Federal policies, legislation, and initiatives. Under the administrative direction of the Director, Child Welfare Services, the second executive position will be responsible for the oversight of all Child Welfare Services operations within in the North Central region.

THE IDEAL CANDIDATE

CWS is seeking a dynamic, independent, and innovative leader who has experience managing CWS operations, developing and implementing policies, conducting legislative analysis, preparing executive reports, and presenting to higher level management in a Child Welfare Services or comparable social services department.

The ideal candidate for this division will possess a bachelor's degree or higher; and five years of experience that demonstrates the ability to perform complex management functions for a large agency or organization, which must include management level experience and supervision. Please click [here](#) for additional information on the job classification for Deputy Director, Departmental Operations.

The ideal candidate will also possess a professional history that demonstrates the following experience & leadership competencies:

- Anticipates and prepares for opportunities not obvious to others
- Sets and achieves challenging goals for department/unit
- Consensus builder
- Actively seeks opportunities to improve status quo
- Anticipates and prepares for opportunities not obvious to others
- Maintains a global perspective in all activities and decisions
- Carefully considers implications and impact of decisions across time and on others
- Demonstrates an understanding of multiple stakeholder needs
- Mentors and coaches managers, peers, and leaders
- Persists over time in the face of obstacles

MINIMUM QUALIFICATIONS

A bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency AND five years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three years of management level experience and at least one year of supervision.

Notes: As this position reports to the department director, a bachelor's degree is required. For positions reporting to an assistant director, experience, as described above, may substitute for education. A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.

COMPENSATION

The annual salary range upon appointment for this position will be \$95,000 to \$105,000.

To view the full salary range for this classification, click [here](#). Placement within this range is dependent upon the qualifications of the successful candidate. Annual 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.
- Reciprocity with other governmental retirement systems may be granted; for further information, the website for the San Diego County Employees Retirement System can be accessed [here](#)
- May be eligible for relocation allowance.
- Deferred Compensation Program (457) and 401(a) plans.

CHILD WELFARE SERVICES

Child Welfare Services (CWS) of the County of San Diego is committed to excellence in the delivery of culturally competent, family-centered and child-focused protective services.

Child Welfare Services (CWS) protects over 7,000 vulnerable children from abuse and neglect across the County with regional staff, manages the CWS 24-hours/7 days a week hotline, oversees adoptions and residential care programs, licenses foster homes, and provides policy direction and information to field staff. Services include responding to approximately 45,000 calls a year, identifying opportunities and best practices for child welfare services, and continuously developing staff so that practices are culturally competent, family-centered, child-focused, and trauma informed. CWS also administers the Polinsky Children's Center (PCC), a 24-hour temporary emergency shelter for children, San Pasqual Academy, a first-in-the-nation residential education campus for adolescent foster youth, and the extended foster care youth program for youth ages 18 to 21 years to promote a successful transition into adulthood.

CWS has an annual operating budget of \$270.6 million with a total of 757 employees. Regional Operations includes an additional 606 child welfare staff and a budget of \$58.5 million.



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 \$5.08 billion and provides services to the residents of the County through its nearly 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). For more information regarding GMS, please [click here](#). The successful candidate must have a general understanding of the General Management System.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Applications may be accessed and submitted on-line. To apply, go to www.sdcounty.ca.gov, then link to jobs; or click [here](#).

In addition to completing the application, please submit an updated résumé indicating 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, number of direct reports or staff, and salary information.

Applications and résumés will be initially screened for minimum qualifications. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

The closing date for applications and resume submittal is January 11, 2016, at 11:59 p.m.

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. Click here for more in-formation 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 Emily Fick, Human Resources Analyst, Department of Human Resources, Emily.Fick@sdcounty.ca.gov.

For questions regarding the position, please contact Jessie Furrer, Health Planning and Program Specialist, Child Welfare Services, Jessie.Furrer@sdcounty.ca.gov.

County of San Diego
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12/22/15

Class No. 2296

