

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



## DIRECTOR, CHILD WELFARE SERVICES

### HEALTH & HUMAN SERVICES AGENCY

Anticipated Hiring Range \$160,000 to \$175,000

Excellent Benefits Package

# DIRECTOR, CHILD WELFARE SERVICES | COUNTY OF SAN DIEGO

## HEALTH AND HUMAN SERVICES AGENCY

The Health & Human Services Agency (HHSA) of the County of San Diego is seeking online applications and résumés from highly qualified individuals for the position of Director, Child Welfare Services. Under the administrative direction of the Deputy Chief Administrative Officer/

Director, HHSA, this executive management position will lead and direct the planning and operations of Child Welfare Services.

The Director, Child Welfare Services, works closely with San Diego County's elected leadership and top management in setting and carrying out the County's vision, mission and objectives for the department. That includes planning, implementing, and evaluating policies and programs; identifying problems and formulating appropriate solutions; responding to changes in legislation by implementing required changes to policies and programs; and providing leadership to develop and retain highly competent, service-oriented staff.

HHSA is one of five groups of the San Diego County government with a budget of \$2.0 billion derived from Federal, State, and local funding, 6,300 HHSA employees, over 550 contracted providers, and hundreds of volunteers. HHSA is committed to advancing the County's vision of *Live Well San Diego*, which is Building Better Health, Living Safely, and Thriving. Based upon a foundation of community engagement and involvement, *Live Well San Diego* seeks to promote population health and wellness through collective impact.

For more information, visit [Live Well San Diego](#).

## THE IDEAL CANDIDATE

HHSA is seeking a dynamic, independent, and innovative leader to develop and execute the activities of Child Welfare Services.

The ideal candidate will demonstrate the ability to perform complex policy analysis, implementation and evaluation for a large agency or organization, which must include one year of supervision.

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

- Professional experience interpreting and implementing laws, rules, regulations, policies, and procedures pertaining to the operation and provisions of Child Welfare Services
- Stimulates and actively initiates change in organization
- Commits self and others to improve performance and reach challenging goals
- Mentors and coaches managers, peers, and leaders
- Carefully considers implications and impact of decisions across time and on others
- Demonstrates an understanding of multiple stakeholder needs
- Builds and supports mutually beneficial relationships with other organizations, associations, and community contacts
- Maintains a global perspective in all activities, decisions

## MINIMUM QUALIFICATIONS

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

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 anticipated salary upon appointment for this position will be \$160,000 to \$175,000. 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 Association](#) website
- Deferred Compensation Program (457) and 401(a) plans.
- May be eligible for relocation allowance

## DIRECTOR, CHILD WELFARE SERVICES

Child Welfare Services (CWS) provides and arranges for services to children and families including, but not limited to: Child Abuse Prevention, Adoptions, Foster Care Services, early childhood development, Ombudsman, Child Support, Child Care, and educational outreach programs that raise public awareness about issues that are crucial to the health and safety of children and families. To ensure these critical services are provided, Central CWS has 768 staff and a budget of \$276.8 million that includes assistance payments. In addition, the department oversees program operations within CWS Regional Operations that employs an additional 596 child welfare staff and a budget of \$58.4 million.

CWS investigates reports of suspected child abuse and neglect, and intervenes with families who do not meet the minimum community standards of health and safety as required by law.

In addition to these services, CWS administers the Polinsky Children's Center (PCC), a 24-hour emergency shelter for children and San Pasqual Academy, a first-in-the-nation residential education campus for adolescent foster youth.

The Director, Child Welfare Services will be responsible for the following:

- Direct, plan, organize, and coordinate the overall activities of the Central Child Welfare Services
- Direct, the planning, implementation, and evaluation of County, State and Federal policies and procedures
- Provide leadership to develop and retain highly competent service-oriented staff through training and day-to-day management practices that support the County's and Department's mission, objectives and service expectations
- Communicate and coordinate with other public and private entities, elected officials, County departments, community groups, advisory committees and stakeholders
- Develop the department's annual budget, and monitor revenue and expenditure transactions

For more information about Child Welfare Services, visit their [Children's Services website](#).



## 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 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). By communicating and adhering to this business model, the County of San Diego is able to maintain an organized 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.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); 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 of résumés will be **Monday, October 17, 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.

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, 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 of 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 Kimberly Evers, Group Human Resources Director for the Health and Human Services Agency at [Kimberly.Evers@sdcounty.ca.gov](mailto:Kimberly.Evers@sdcounty.ca.gov) or 619-515-6546.

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