

ASSISTANT CHIEF PROBATION OFFICER

PUBLIC SAFETY GROUP

**Anticipated Hiring Range:
\$205,000- \$215,000 Annually**

Excellent Benefits Package

SanDiegoCounty.gov



COUNTY OF SAN DIEGO
PROBATION

The Position

The Probation Department of the County of San Diego is seeking applications from dynamic and visionary leaders to serve as the **Assistant Chief Probation Officer**. The Assistant Chief will be part of a highly skilled team of over one thousand San Diegans committed to protecting public safety by coaching clients to restore their lives, families, and the communities they live in by providing services to clients while balancing support and accountability. The Assistant Chief Probation Officer is a sworn executive management class responsible for assisting the Chief Probation Officer in planning, directing, and coordinating the overall activities of the Probation Department.



The key responsibilities of the Assistant Chief Probation Officer position will include:

- **Strategic and Operational Planning:** Assists the Chief Probation Officer in the development of strategic and operational planning, organizing, and directing departmental activities and services.
- **Initiative:** Possesses the ability to implement key initiatives undertaken in the criminal justice and juvenile justice systems through evidence-based, rehabilitative, and restorative approaches.
- **Policy Management:** Identifies operational problems and directs the formulation of resolutions, establishes internal policy, controls, accountability measures, and guidelines.
- **Regulation Compliance:** Interprets and ensures compliance with Federal, State, and local regulations established for youth detention facilities, camps, and programs and for the supervision of clients.
- **Documentation and Reporting:** Prepares reports and presentations summarizing issues, scope, and level of services, service delivery methodologies, resources, cost estimates, time projections, and legal implications.
- **Relationship Management:** Interacts with elected officials, County executives, Court personnel, and law enforcement, educational, health, and social service agencies and community groups to accomplish goals and objectives.
- **Organizational Acumen:** Establishes organization structure consisting of staffing and reporting patterns and defining units.
- **Administrative Management:** Oversees, guides and manages Deputy Chief Probation Officers and other administrative staff, establishing departmental goals, policies and performance standards, periodically reviewing staff's performance for career development opportunities that are consistent with Probation's vision, mission, and guiding principles, and directs the budget and monitors revenues and expenditures, contributing to the department's overall efficiency and effectiveness.



Ideal Candidate

The ideal candidate will possess a professional history that demonstrates impeccable leadership competencies, experience, and attributes including setting and achieving challenging goals for self and pursuing innovation resulting in sustained organizational change.

The ideal candidate will also possess the following leadership core competencies:

- Proven success in the operation of Probation or Corrections including leveraging best practices, as well as rehabilitative programming in the community and in institutional settings.
- Experience working with Public Safety agencies, Health and Human Services, Behavioral Health Services, judicial partners, and community-based organizations.
- Demonstrates strong leadership and interpersonal skills, political acumen, ability to initiate change and strong project management skills.
- Formulates objectives and priorities and implements plans consistent with the long-term interest of the organization.
- Stays current with new technology and trends in implementing evidence-based practices in community supervision, corrections, and rehabilitation and can incorporate evidence-based practices into department operations.
- Demonstrates strong teamwork and collaboration skills as well as the ability to recognize strengths and development opportunities.
- Builds and supports mutually beneficial relationships with other organizations, associations, and community contacts.
- Demonstrates the ability to liaison, and to work collaboratively on a multitude of projects, initiatives, and system changes.
- Motivates and upholds employee morale and can work effectively with a diverse and unionized workforce.

The Department

The Probation Department supports community safety by working with County departments, criminal justice agencies, and community partners to provide supervision and rehabilitative services for youth and adults in the justice system. The department also assists crime victims by securing restitution and holding clients accountable. The Probation Department has 1,096 employees and a budget of \$335.9M and is in central San Diego in the Probation Administration Center.



Fostering safer communities by engaging the public, connecting individuals to quality services, and balancing opportunity with accountability.

County of San Diego Probation Department



Minimum Qualifications

Five (5) years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include four (4) years of management level experience in a criminal justice department and at least one (1) of which includes supervision in a sworn position of a criminal justice or corrections agency, **AND**, a bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency.

Certification/Registration: The incumbent is a Peace Officer as defined in Section 830 of the California Penal Code and must meet employment guidelines and standards established by the Commission for Peace Officer Standards and Training (POST) and the provisions of Sections 1029 and 1031 of the California Government Code. Applicants must be 21 years of age by the time of appointment. Requires a valid Peace Officer Standard Training (POST) certificate and ability to carry a firearm are required and must be maintained throughout your employment.

SALARY & BENEFITS

Compensation

The anticipated hiring range is \$205,000 - \$215,000 annually. Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal-oriented.

Benefits

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of executive time off, and a total of 3 days of paid emergency child and/or older adult care leave per year
- 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, visit the website of the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457(b) and 401(a) plans
- May be eligible for relocation allowance up to \$20,000



Work Where You Play!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp Quarter.

Heading east you will eventually find mountains, that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.

San Diego County Facts:

- 3,359,630 (2023 Est. Population)
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities

A photograph of two people walking on a sandy beach, carrying large blue surfboards. In the background, the ocean waves are breaking, and a pier is visible in the distance under a clear sky.

San Diego Weather Averages:

- Average Temperature: 72°f
- High Temperature: 73°f
- Low Temperature: 58°f
- Average Rainfall: 10.4 Inches

A photograph of the San Diego skyline from a distance, with the city's buildings and the San Diego Bay in the foreground. In the background, the rugged mountains of the San Diego region are visible under a clear sky.



The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](https://www.sandiegocounty.gov/strategic-plan)



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.



How To Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr select Current Job Postings, Job Number 26226506U.
2. Attach your résumé, cover letter, and a copy of your college degree, final transcripts, or foreign studies equivalency certificate (if education was obtained outside of the U.S.).
3. Attach your POST certificate.

Key Dates

First Resume Review: Week of July 2, 2026

Interviews: Week of August 3, 2026

Expected Start Date: Month of September, 2026

Special Notes

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

Contact Information

You may direct questions regarding the application and selection process to Jeremy Guerrero, Sr. Human Resources Analyst at Jeremy.Guerrero@sdcounty.ca.gov

Questions regarding the position or department may be directed to B.J. Tamayo, Human Resources Services Manager, at BillieJean.Tamayo@sdcounty.ca.gov



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