

COUNTY OF SAN DIEGO

DIVISION CHIEF

PROBATION

Anticipated Hiring Range: \$125,000 to \$132,000 Annually

Excellent Benefits Package

www.sandiegocounty.gov



DIVISION CHIEF - PROBATION

The Probation Department is seeking highly motivated individuals with exceptional leadership and organizational ability who have obtained significant success in the areas of planning and directing activities related to facility operations, as well as the development and implementation of educational, vocational, rehabilitative programming, investigation, and supervision services.

Under the direction of the Deputy Chief Probation Officer, the Division Chief – Probation is a sworn unclassified management position that is responsible for:

- Utilizing a balanced approach in planning, directing and overseeing the operation of a major probation service that is charged with providing investigation, supervision, and rehabilitation services to adults and/or juveniles receiving probation services in the community or in a custodial setting **and/or**,
- Project management and implementation of special projects, legislative mandates, Federal, State, County, and Departmental initiatives. This includes a strong focus on utilization of evidence-based practices, data, collaboration with justice partners and community leaders, continuous quality improvement practices, and probation operations to collaboratively impact systems reform.

THE PROBATION DEPARTMENT

The Probation Department is seeking highly motivated individuals with exceptional leadership and organizational ability who has obtained significant success in the areas of planning and directing activities related to facility operations, as well as the development and implementation of educational, vocational, rehabilitative programming, investigation, and supervision services.

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 1,034 employees and a budget of \$261.4 million and is located in central San Diego in the Probation Administration Center.

Our Mission:

"Through Probation team members and client-centered partnerships, we will stand in our values and become innovative through evidence-based and best practices in continuum of care, supervision, accountability, and a restorative practice philosophy within a culture of caring in promoting public safety."



IDEAL CANDIDATE

The ideal candidate is experienced and has demonstrated success in the operation of probation services. This includes investigation and supervision practices, as well as rehabilitative programming in the community and in institutional settings. The candidate will also have experience working with Public Safety agencies, Health and Human Services, Behavioral Health Services, judicial partners, and community-based organizations; demonstrating the ability to liaison, bridge communication and practices, and to work collaboratively on a multitude of projects, initiatives, and systems changes.

The candidate will possess strong leadership skills, political acumen, and project management skills. Excellent written and verbal communication, to include experience with policy and procedure development; and strong interpersonal skills are also essential. Candidates must have the ability to work effectively with a diverse and unionized workforce; possess the ability to motivate employees, uphold employee morale and be able to demonstrate how they can help achieve the department's mission. Candidates must also demonstrate that they stay current with new technology and trends in implementing evidence-based practices in community corrections, and the ability to incorporate evidence-based practices into department operations.

The ideal candidate will possess a professional history that demonstrates leadership competencies and attributes including setting and achieving challenging goals for self and pursuing innovation resulting in sustained organizational change. They will have experience formulating objectives and priorities as well as implementing plans consistent with the long-term goals of the Probation Department.

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

- Is motivated to perform beyond the requirements of the position
- Follows through on commitments
- Remains optimistic and persistent even under adversity
- Demonstrates strong teamwork and collaboration skills
- Seeks to understand perspectives and needs of others
- Supports the big picture
- Understands multiple perspectives, agendas, goals, etc.
- Formulates objectives and priorities and implements plans consistent with the long-term interest of the organization
- Recognizes strengths and weaknesses of others and how to best manage them
- Builds and supports mutually beneficial relationships with other organizations, associations, and community contacts
- Recruits and develops a diverse workforce at all organizational levels



MINIMUM QUALIFICATIONS

Applicants must possess the following:

Must meet employment guidelines and standards established by the Commission for Peace Officer Standards and Training (POST); the provisions of Sections 1029 and 1031 of the California Government Code; and the Standards and Training for Corrections (STC), Selection and Training Standards, as contained in Title 15, Sections 100-358, California Code of Regulations; AND,

A bachelor's degree from an accredited college or university, or certified equivalency for foreign studies, AND, five years of experience that demonstrates the ability to perform the essential functions of the classification, which must include two years of management or supervision in a sworn position of a criminal justice or corrections agency.

Note: A Master's degree or higher may substitute for a total of one (1) year and cannot be applied to the required years of management or supervision.



SALARY & BENEFITS

COMPENSATION

The anticipated hiring range is \$125,000 to \$132,000. Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

BENEFITS

- Fifteen days of paid vacation, ten days of paid executive time-off, 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, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457(b) and 401(a) plans
- May be eligible for relocation allowance up to \$15,000
- [Click here](#) to review the detailed benefit plan for Unclassified Management (UCL)

HOW TO APPLY

You may complete an online application at www.sandiegocounty.gov/hr; select the current job postings link, 23039903UP. Please attach your resume, cover letter, and a copy of your college degree, final transcript, diploma, or completion letter.

A first review of applications will take place the week of April 18, 2023.

Interested candidates are encouraged to submit a resume as soon as possible for consideration.

SPECIAL NOTES

The Department of Human Resources will remove personally identifiable information from recruitments. This practice, called Blind Applicant Screening, will hide 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 will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

Please make sure to update the Work History in your application profile to match your resume. Hiring managers will only receive the redacted application (without resumes) to make a determination of which candidates they will interview. Resumes will be sent to hiring managers at the time interviews are scheduled.

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources at Bryan.Faircloth@sdcounty.ca.gov.

Questions regarding the position or department should be directed to BJ Tamayo, Group Human Resources Director for the Public Safety Group at BillieJean.Tamayo@sdcounty.ca.gov.



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.

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](http://sandiegocounty.gov) (sandiegocounty.gov) as well as our commitment to serve everyone, to build a [Framework for our future](#) that will create a County that works for all.