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PROGRAM DIRECTOR OF PREVENTION, DIVERSION & RE-ENTRY
Public Safety Group

Anticipated Hiring Range: $163,000 - $173,000
Excellent Benefits Package

sandiegocounty.gov
THE POSITION

The County of San Diego is seeking a dynamic and highly motivated leader to fill an immediate opening for **Program Director of Prevention Diversion and Re-entry**. This executive management position is assigned to the Public Safety Group (PSG) Executive Office.

Under the administrative direction of the Deputy Chief Administrative Officer (General Manager of PSG), this position is responsible for the management of the Alternative to Incarceration program’s overall activities, including formulating and administering countywide policy related to transforming systems that improve community safety and public health. The position will collaborate with members of the community and stakeholders, County departments, jurisdictional partners, including regional law enforcement agencies and the San Diego Superior Court, and many other diverse stakeholders to set priorities, goals and metrics for programs and services to create, expand and enhance existing alternative to incarceration programs. The position leads a program dedicated to developing, advancing, and amplifying policies that create safer, healthier, and more equitable communities and to ending disproportionality in the criminal legal system. The program builds consensus among stakeholders around sensible criminal justice system reforms.

Duties may include, but are not limited to:

- Directs, plans, organizes, coordinates, and evaluates the overall activities of the Alternatives to Incarceration programs and prevention, diversion, and reentry activities including supervision of staff.
- Establishes priorities for County programs and services related to alternatives to incarceration programs and collaborates, engages, and develops relationships with diverse stakeholders.
- Collaborates with community, County departments and regional law enforcement agencies, San Diego Superior Court officials, community-based programs, philanthropic foundations, and private agencies throughout the region to design prevention, diversion and re-entry policies, programs, and services.
- Works with diverse stakeholders to develop, communicate, implement, and evaluate research-driven programs and services related to crime and violence prevention, diversion, and re-entry.
- Develops an overall strategy, updated annually for alternatives to incarceration that will be presented to the Board of Supervisors to inform budgetary, policy, and program decisions.
- Creates and administers outreach and engagement strategies for continued community engagement, including individuals directly affected by the justice system.
- Identifies federal and state grant opportunities and prepares grant applications to support the expansion of alternatives to incarceration and community violence reduction-based programs and activities.
IDEAL CANDIDATE

The ideal candidate will possess a professional history that demonstrates commitment to improving community safety and justice by developing, advancing and amplifying policies that create safer, healthier and more equitable communities and provide opportunities to help reduce the number of individuals entering incarceration and expand opportunities for people exiting incarceration; working to ensure that the criminal legal system policies don’t cause disproportionate harms to people of color; and shaping and supporting justice policies and reforms that are good for community safety as well as the economy, public health and overall well being of the county. The person should possess the following necessary leadership competencies and attributes:

- Successfully plan, organize, direct, and evaluate the activities of staff involved in the preparation and implementation of justice system policies and programs.
- Develop diverse stakeholder relationships and forge consensus on difficult topics among groups with divergent and conflicting agendas and viewpoints.
- Identify and creatively resolve problems within regulated and legislated parameters.
- Prepare and persuasively deliver public presentations on initiatives, activities, functions, and issues to a wide variety of audiences.
- Knowledge of federal, state, and local laws, regulations, and codes related to the criminal justice system and social service programs and services.
- Prioritization of equity, belonging, and racial justice to inform and align programs, proposals, and policies to the County’s Operational and Strategic Plans through this lens.

Diversion, Prevention & Re-entry

Diversion, Prevention & Re-entry is part of the Public Safety Group (PSG), which provides leadership throughout the region in public safety services, criminal justice administration, emergency preparedness and response, and public accountability. Partnering with community and stakeholders, PSG works to improve violence prevention and intervention and to reduce justice system involvement and recidivism. PSG departments operate both independently and collaboratively to support the region by ensuring a fair and equitable justice system in the investigation, defense and prosecution of crimes and through services for victims, housing adult offenders and youth in county facilities, and supervising and supporting clients in the community. The ATI initiative embraces the collaboration required to make the work a success, with justice, health, and equity-focused partners and community stakeholders. The enterprise structure includes an ATI Advisory Group with community members and County representatives, sharing responsibility among the Public Safety Group, Health and Human Services Agency, and the Office of Equity and Racial Justice. Program measurement and performance evaluation are part of the ATI framework.

Mission Statement
To support the public safety and well-being of all by providing equitable, sustainable, and community-orientated services.

Vision Statement
A county where residents are safe and protected and have confidence in the criminal justice system. Individuals are held accountable, victims of crime are supported, and disproportionality and disparities are eliminated. Proven strategies are implemented to prevent criminal justice system involvement, and recidivism. Communities are able to prepare for, respond to, and recover from natural disasters and other emergencies.
MINIMUM QUALIFICATIONS

A bachelor's degree from an accredited U.S. college or university or 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.

Note: 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.

SALARY & BENEFITS

Compensation
The anticipated hiring range is $163,000-$173,000. 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, thirteen days of paid sick leave, ten days of executive time off, thirteen paid holidays, and three days of emergency child and older adult care leave
- 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 $20,000
HOW TO APPLY

APPLICATION PROCESS AND RECRUITMENT SCHEDULE
1. Complete the online application at www.sandiegocounty.gov/hr; select the Current Job Postings link, Job Number 24214902U
2. Attach a copy of college degree, final transcript, diploma, or foreign studies equivalency certificate.

Applicants are encouraged to apply as soon as possible.

First round interviews will be held the week of April 15, 2024

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Veronica Gibson, Senior Human Resource Analyst, Department of Human Resources at Veronica.Gibson@sdc county.ca.gov.

Questions regarding the position or department should be directed to Billie Jean Tamayo, Group Human Resource Director for the Public Safety Group at BillieJean.Tamayo@sdc county.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.

As an employer of over 18,000 employees, the County of San Diego is an organization committed to veteran hiring, retention, and professional development. We recognize the contributions and sacrifices made by our veterans and value the unique expertise and leadership qualities they bring to our workforce.