

The County of Placer, California is seeking a highly skilled professional for the position of

ASSISTANT DIRECTOR OF CHILDREN'S SYSTEM OF CARE

(Assistant Client Services Program Director)

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Unclassified Management



Annual Salary: \$117,145.60 – \$146,286.40/year* and an attractive benefits package

**Annual salary at appointment based on qualifications and experience.*

This recruitment will be open until filled. To be considered for the first round of interviews, application materials **must be submitted by 5:00 PM on January 28, 2020.**

A second screening will be conducted if needed.

To apply for this outstanding career opportunity, please submit an application via the County's website at www.JobsAtPlacerCounty.com.



THE DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS)

By placing people first, HHS provides a unified system of quality services to safeguard the health and wellbeing of the people in Placer County communities and to realize its vision to help keep children, adults, and families healthy, and to ensure that animals are valued and cared for. Placer County HHS is dedicated to fostering a positive and community-based services approach between employees and our community—the Placer Model. In addition to reflecting innovation, the Placer Model is built on collaboration with many community and local agency partners and the foundational belief that the services provided must be research based, cost effective, and sustainable.

The Department consists of Administration, Adult System of Care; an integrated Children’s System of Care; Public Health, Animal Services and Environmental Health; Human Services, and Veterans Administration. These programs offer services throughout the County, with offices in the Auburn, South Placer, and the North Lake Tahoe areas. Services are offered on-site in other communities as well. In total, the Health and Human Services Department has 745 funded positions and a fiscal year 2019/2020 annual budget of \$212.2 million.

Placer County’s commitment to local government services, innovative and effective management of the available resources and the outstanding professionalism and commitment of its employees has consistently resulted in quality-based outcomes that are among the best in the state. HHS is committed to transformational management and consistently engages the best and brightest of its management team to identify and implement service redesigns that directly benefit residents, businesses, schools, criminal justice systems, and the broad array of community partners we are honored to work alongside. This commitment to service redesign allows the department to grow state and federal funding while reducing the general fund contribution both in real dollars and as a percentage of operating costs.

THE OPPORTUNITY

Placer County Health and Human Services is seeking an Assistant Director in their Children’s System of Care (CSOC) Division. The Assistant Director of CSOC provides operational, programmatic, and personnel management for the Division. CSOC has office locations in Auburn, Rocklin, and North Lake Tahoe; frequent county-wide travel may be required for this position. This is an extraordinary career opportunity to join a progressive and innovative County located in scenic Northern California. Placer County is an award-winning organization and a noted leader in the field of health and human services. The County seeks to attract highly qualified candidates that bring credibility, passion, and an innovative approach to the delivery of services to the community.

The Placer County Children’s System of Care is a nationally-recognized, child serving collaborative, providing a full spectrum of child and family services including: child welfare services; 24-hour response for minors at risk of abuse or neglect; adoptions and foster home placement and resource family approval; mental health assessments and treatment; family counseling; behavioral services; juvenile probation and a wide variety of related care and supports to more than 5,000 children, youth and families in a county of approximately 382,000 residents. The division has more than 155 positions with an annual budget exceeding \$40 million. The Assistant Director will work with the Director in management responsibility for planning, organizing, and directing day-to-day operations, recommending priorities for the division, serving in a senior capacity of the management team, and exercising direct supervision over management, supervisory, professional, technical and clerical personnel. The Assistant Director will also be instrumental in the daily operations of both the Child Welfare and Behavioral Health Services Programs, and will interface daily with the Juvenile Probation Department, Foster Care Nursing, Eligibility Specialist, Foster Youth Service providers, Family Partners, and Peer Advocates, the Placer County Office of Education, local school districts, and other community partners who are embedded directly in CSOC offices which is a crucial component of ensuring a truly integrated and successful system of care.

QUALITY OF LIFE

Placer County is a delightful place to live and work. The Placer County headquarters in Auburn is only 35 miles from Sacramento and 100 miles from San Francisco and Reno. Stretching from the suburban outskirts of the Sacramento Valley to the mountains of the North Lake Tahoe region, quality of life in Placer County is truly the key to its attractiveness. The County's expansive elevation and landscape encompasses valley grasslands, oak-covered foothills, and snow-capped mountains. Recreational prospects abound in the County's numerous rivers, lakes, state parks and ski resorts. Three vibrant suburban communities make up the south and western areas of Placer County and offer world-class shopping and dining, cultural activities, and the chance to tee off at one of several championship golf courses. The foothills, home to the world-famous Gold Country, offer well-stocked rivers and tree-lined lakes. In the spring and summer months, adventure seekers can compete in the annual Western States Endurance Run/Ultra Marathon and the Western States Endurance Ride/Tevis Cup; search for gold on the American River; hike old wagon trails through the Tahoe National Forest and Auburn State Recreational Area; or enjoy the Big Tree Grove, waterfalls, camping, backpacking, and nature photography. Water enthusiasts of all skills levels can enjoy canoeing, kayaking, and white-water rafting trips on the picturesque American River. The High Country offers adventure as well as rest and relaxation. The resorts of North Lake Tahoe provide abundant opportunities for hiking, camping, mountain biking, horseback riding, and boating during the summer and fall seasons. Winter and early spring bring skiing, snowboarding, snowshoeing, ice skating, sledding, and snowmobiling in and around seven ski resorts, including the world-renowned Squaw Valley. Year-round entertainment and cultural activities are available at numerous musical and festival events, local galleries, theaters, museums, boutiques, specialty shops, farmers markets, and extensive wine-tasting venues. From east to west, Placer County offers open space for peace, quiet, or adventure to enjoy leisure time to the fullest.

The County's diverse landscape, moderate climate, stable geography, and low crime rate contribute to its high quality of life. Residents can be a short drive from work while enjoying the opportunity to live in a suburban community, a small town, a farm setting, or the urbanized valley. Moderate, dry days and cool nights characterize the summer months in Placer County. The County's rainy season occurs between November and April; but excessive rainfall and damaging windstorms are rare. The Sierra Nevada snowfields offer beautiful scenery and winter recreation while providing a major source of water during the dry summer months. Ground stability is an important factor in relocation of both residence and business and Placer County is located in the state's lowest shaking hazard area. The Sacramento Region ranks among the lowest in the state for the probability of a

major earthquake. The County's property crime rates are below the state average and the lowest when compared to the Sacramento Region and the Bay Area with a violent crime rate that is approximately half of the other areas' rates. Placer County residents enjoy high-quality, comprehensive medical services and are served by three major acute care hospitals. This distinctive area gives you the opportunity to explore the lifestyle of country living with big city convenience while bringing you closer to nature and surrounding you with history.

THE IDEAL CANDIDATE

In addition to the minimum education and experience requirements, the ideal candidate for this management position will possess and demonstrate:

Experience managing an organization that emphasizes cooperation, accountability, and responsiveness and ability to communicate effectively with division staff, community stakeholders, and the clients we serve. This candidate will be a strong organizational leader with management supervisory experience, budget management skills, and accomplished programmatic expertise. A demonstrated ability to develop innovative approaches to service, creativity, communication and consensus building, along with a track record of working with a broad range of people and organizations reflecting a diverse cultural and economic population is desired. The ideal candidate will also have experience in performance evaluations and progressive discipline, human resources management, contracts management, organizational design and change management.

MINIMUM QUALIFICATIONS

It is the responsibility of applicants to identify in their application materials how they meet the minimum qualifications listed below.

- **Experience:** Five years of increasing responsible experience in a public health and/or human service agency, including at least three years of administrative and management responsibility. Experience in a Health and/or Human Services Agency is preferred.
- **Training:** Equivalent to a bachelor's degree from an accredited college or university with major course work in business, public administration, public health, health science, sociology, psychology, counseling, behavioral sciences or a related field.
- **License or Certificate:** May need to possess a valid driver's license as required by the position. Proof of adequate vehicle insurance and medical clearance may also be required. Preference will be given to candidates possessing clinical licensure.

COMPENSATION AND BENEFITS

Salary: The annual salary range for this unclassified management position is \$117,145 – \$146,286. Starting salary will be dependent upon qualifications and experience. In addition, the County offers an attractive benefits package, including:

- **Management/Annual Leave:** The County provides management employees 100 hours of management leave to be used as time off or paid in cash.
- **Holidays:** 13 paid holidays per year.
- **Vacation:** Employees accrue 10 – 25 days of vacation annually based on years of service.
- **Sick Leave:** 12 days per year.
- **Cafeteria Plan:** The County provides \$4,000 per calendar year to be taken in cash, deposited in a medical spending account, dependent care spending account or a sponsored 401(k) plan.
- **Health, Dental and Vision Insurance:** Health coverage is available through CalPERS with the County paying 80% of the selected plan's total premium. Dental and vision insurance and fully paid by the County for the employee, with dependent coverage available at employee's expense.
- **Life Insurance:** The County provides a double indemnity life insurance policy of \$50,000 and an accidental death policy of \$10,000. Additional coverage may be purchased by the employee.
- **Retiree Medical:** Employees hired prior to January 1, 2005, received the same County medical contribution as active employees upon retirement with five years PERS service credit. Employees hired after January 1, 2005, receive 50% of the County medical contribution

upon retirement with ten years PERS service credit inclusive of five years of Placer County service. Employees receive an additional 5% of the County medical contribution for each additional year of service up to 20 years.

- **Retirement Plans:** The County participates in Social Security and the California Public Employees' Retirement System (CalPERS). Due to recent California Legislative action, your CalPERS Pension formula is dependent upon your hire date with Placer County. Both a 457 deferred compensation plan and a 401(k) plan are available at the employee's option.

APPLICATION AND SELECTION PROCESS

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HUMAN RESOURCES DEPARTMENT

Equal Opportunity Employer

145 Fulweiler Avenue, Suite 200
Auburn CA 95603
Main Telephone: (530) 889-4060
www.placer.ca.gov/jobs

Placer County is an equal opportunity employer and is committed to an active nondiscrimination program.



Thank you for your interest in employment with Placer County. Placer County is an equal opportunity employer and is committed to an active nondiscrimination program. It is the stated policy of Placer County that harassment, discrimination and retaliation are prohibited and that all employees, applicants, agents, contractors, and interns/volunteers shall receive equal consideration and treatment. All terms and conditions of employment, including but not limited to recruitment, hiring, transfer and promotion will be based on the qualifications of the individual for the positions being filled regardless of gender (including gender identity and expression), sexual orientation, race, color, ancestry, religion, national origin, physical disability (Including HIV and AIDS), mental disability, medical condition (cancer or genetic characteristics/information), age (40 or over), marital status, military and/or veteran status, sex (including pregnancy, childbirth and related medical conditions), or any other classification protected by federal, state, or local law. Please contact the Human Resources Department at least 5 working days before a scheduled examination if you require accommodation in the examination process. Medical disability verification may be required prior to accommodation