



FIRST 5 SAN JOAQUIN EXECUTIVE DIRECTOR HUMAN SERVICES AGENCY

SALARY \$160,912-\$195,590

ANNUALLY

Offers of employment are contingent upon passing a background check and a drug screening test.



FILING DATES

Friday, September 25, 2026 -

Monday, October 26, 2026 at 11:59 p.m.

All applications must be submitted by the final filing date.



CONTACT US

44 N San Joaquin St, Third Floor,
Suite 330
Stockton, California 95202

HUMAN RESOURCES

Have Recruitment Questions?
Email: daniellewilliams@sjgov.org
Phone (209) 468-0375

RECRUITMENT

0926-ES1500-EX

Greatness grows here.

ABOUT THE DEPARTMENT

First 5 San Joaquin exists to serve and improve the community through our children. First 5 San Joaquin works in partnership with various agencies and organizations and fosters the active participation of parents, caregivers, educators and community members. Together we develop and offer programs benefiting children ages 0 to 5 years old. First 5 San Joaquin provides financial support for critical programs such as health, preschool and literacy programs, to help programs effectively meet the needs of families.

Our vision is that all San Joaquin County children will thrive in supportive, nurturing and loving environments, enter school healthy and ready to learn and become productive, well-adjusted members of society.



THE ROLE

The First 5 San Joaquin Executive Director is a key member to the San Joaquin Children & Families Commission by providing senior management leadership in promoting, supporting and administering program funding and activities relative to the mission of First 5 San Joaquin. This position performs a wide range of difficult and complex management and administrative duties for various stakeholders.

DESIRABLE QUALIFICATIONS

Education: Graduation from an accredited four-year college or university with a major in child development, psychology, public health, social work, public or business administration, or a related field.

Experience: Five years of increasingly responsible administrative/analytical work in a management, fiscal, personnel, social services, or related area, including at least one year of advanced project management, supervision or coordination that included program planning and implementation.

Substitution: A Master's Degree in social science, psychology, business/public administration, or related field may be substituted for one year of the general experience.

License: Possession of a valid California Driver's License.

THE IDEAL CANDIDATE

The ideal candidate will possess knowledge of current principles and practices of early childhood and human development and will have the ability to demonstrate leadership skills including effective organization, administration, fiscal management and supervision. Additionally, the ideal candidate will possess knowledge and management level experience related to the following areas:

- Experience with Request for Proposals (RFP), negotiating, and preparing contracts.
- Experience with obtaining and managing various funding sources, including oversight of grant development funding and budgets.
- Ability to produce innovative solutions in meeting the mission of First 5 San Joaquin Children & Families Commission by planning, developing, organizing, directing, and implementing program objectives.
- Possession of excellent written and oral communication skills with the ability to coordinate, interact, and present to various levels of stakeholders.
- Knowledge of current and pending legislation in the child development field.



COMPENSATION

	Step 1	Step 5
Annual Salary	\$160,912	\$195,590
2% Deferred Comp	\$3,218	\$3,911
Vacation Cash Out - 8 days annually	\$4,951	\$6,017
Total:	\$169,081	\$205,518



The County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- 1937 Retirement Act plan with reciprocity with CALPERS.
- 125 Flex Spending Benefits Plan
- 14 paid holidays per year
- County paid Dental & Vision
- Educational Reimbursement up to \$1,600 annually
- 80% County Contribution towards Medical Premiums

Paid Vacation

- Earn up to 10 days per year for the first 3 years.
- 15 days after 3 years, 20 days after 10 years, and 23 days after 20 years.

Paid Sick Leave

- 12 working days of sick leave annually with unlimited accumulation.
- 10 days of Administrative leave

RECRUITMENT INCENTIVES

For qualified candidates, San Joaquin County may offer additional recruitment incentives, subject to Department Head request and approval by the County Administrator or designee.



The County is also an eligible employer under the federal Public Service Loan Forgiveness (PSLF) Program



Up to \$5,000 in Relocation Assistance

For qualified candidates, San Joaquin County may offer additional recruitment incentives, subject to Department Head request and approval by the County Administrator or designee.



Prior Public Service Counts

Your years of public service don't have to start over. Eligible candidates may receive a vacation accrual rate that recognizes total years of public service.



Up to 160 Hours of Sick Leave Credit

Candidates transitioning from another public agency may be eligible to transfer credit for up to 160 hours of actual, unreimbursed sick leave, subject to applicable County provisions.



welcome to
SAN JOAQUIN
—COUNTY—



A land of beauty, recreation and natural riches—from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts eight cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.

Agriculture

San Joaquin County is one of California's most agriculturally rich regions, known for its diverse crops and thriving wine industry. The Lodi Appellation features more than 85 wineries and 125 varietals, with wine grapes comprising much of the County's 81,600 acres of vineyards. Local farmers markets, fruit stands, and pick-your-own farms offer fresh, locally grown produce throughout the region.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures. San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento.