

San Joaquin County Employment Opportunity **Supervising Child Protective Services Counsel** Office of The County Counsel

About the Position

County Counsel is recruiting to fill a supervising legal counsel position that is housed at the Human Services Agency. The ideal candidate will possess civil litigation experience representing child protective issues in a state and/or county legal environment, demonstrate advanced knowledge of dependency and delinquency law and procedures, and demonstrate a high level of integrity and strong sense of ethics. The ideal candidate will also possess strong analytical skills, sound judgment, and a positive attitude. The candidate will have excellent written and verbal communication skills, strong interpersonal skills, and the ability easily relate and adjust to a variety of situations and personalities.



About the Departments

The Child Protective Services Counsel are housed at the Human Services Agency and consists of five attorneys who work closely with the Human Services Agency Child Protective Services Unit staff on legal services in matters of adoption, child custody and placement, and related civil issues where the chief goal is the protection of children who become clients of the Child Protective Services staff.

The Human Services Agency meets the needs of the community and empowers clients through accessible and responsive services. The department strives to protect vulnerable children and adults and to promote maximum wellbeing for individuals and families in the community. The Agency places strong emphasis with coordination and outreach with cities, school districts, special districts, non-profits, and other agencies.

County Counsel also partners with the County Administrator's Office and County departments to find creative legal solutions to implement Board policies and assist the County in fulfilling its mission. The management team includes the County Counsel, the Assistant County Counsel, Chief Deputy County Counsel for Litigation, and the Supervising Child Protective Services Counsel. In addition to the four staff located at the Human Services Agency, the main office is staffed by thirteen attorneys and six support staff with an operating budget of \$5.7million for the 2022/2023 fiscal year.

Recruitment Announcement
0822-RL2085-01

Equal Opportunity Employer

Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, California 95202
Phone: (209) 468-3370

SAN JOAQUIN
—COUNTY—
Greatness grows here.

Make San Joaquin County your new home!

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 seven 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.

Arts, Culture, and Recreation

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.

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, rides 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 and offering access to the San Francisco Bay.



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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 University 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

The County is one of the most agriculturally rich regions in California. Almonds are the leading commodity with over 104,000 bearing acres. Milk, grapes, walnuts, and cherries round out the top crops, with an abundance of other produce. Grapes make up 91,000 bearing acres, much of which are wine grapes. There are over 85 wineries within the Lodi Appellation which offer opportunities for tasting and special events.

Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

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Typical Duties

A sample of general job duties include:

- Plans, organizes, supervises and reviews the work of assigned professional, paraprofessional and administrative staff.
- Evaluates employee performance and counsels them on areas of improvement; assists in the selection and promotion processes; recommends disciplinary action or termination.
- Ensures that staff remain current on new legislation and case law or other matters which impact their work, and that staff are properly trained on aspects of mandated compliance.
- Serves as a technical expert in an assigned field of law, rendering advice and legal counsel to offices of San Joaquin County agencies and departments regarding civil matters related to child protective services and juvenile dependency matters.
- Manages a caseload of the most complex cases within assigned practice area; researches and analyzes existing laws and regulations, court decisions, pending legislation and variety of other legal materials.
- Provides full litigation services; appears in court and before administrative bodies representing the Human Services Agency as an advocate for their positions in legal matters; conducts court trials including direct and cross-examination of witnesses; presentation of evidence and oral arguments
- Conducts examinations of witnesses in administrative hearings; prepares clients for court including training on court processes, procedures and how to testify effectively in court.
- Prepares, researches, and reviews legal briefs, legal motions, opinions, and pleadings; drafts policies and procedures for special projects.
- Works with management and staff in the development of policies, procedures and processes, which are mandated through legislation and case law.

Minimum Qualifications

Experience: Four years in the practice of civil law, with emphasis in representing child protective issues, including two years of related experience in a state or county legal office.

License: Membership in the California State Bar.

Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application. Resumes will not be accepted in lieu of a complete application package. To apply, submit a completed application on or before the final filing date.

If a formal exam process is utilized, qualified applicants will be invited to participate in an oral examination interview which may include a practical exercise.

The top ranked candidates will be referred to the department for a hiring interview. Final candidates will be interviewed by representatives from County Counsel and the Human Services Agency.

Offers of employment will be conditional upon successfully passing a pre-employment background, pre-employment DOJ Live Scan, and drug screen.

To apply, visit our www.jobapscloud.com/sjq

Final Filing Date: [September 14, 2022](#)



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Compensation and Benefits

Approximate Annual Base Salary:

\$145,619.05—\$177,000.86

In addition to the base salary, 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:

- 10% Confidential Base Pay Supplement
- Vacation cash-out up to 8 days annually
- 1937 Retirement Act plan with reciprocity with CALPERS
- 125 Flex Spending Benefits Plan
- 457 Deferred Compensation Plan
- A 1% employer contribution to the County's 457 Deferred Compensation Plan
- 12 days sick leave annually with unlimited accumulation.
- 10 days of vacation leave (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years)
- 14 paid holidays per year
- 80 hours of Administrative Leave annually

Recruitment Incentives*

- Reimbursement of qualifying moving expenses up to \$2,000.
- Vacation accrual rate consistent with candidate's total years of public service.
- Sick leave credit up to 160 hours of unreimbursed sick leave from the prior public sector employer.

**Recruitment Incentives may be available.*

Incentives must first be approved by the San Joaquin County Administrator.

Wellness

San Joaquin County is dedicated to providing its employees with a great benefit package and is interested in their overall well-being. Through our SJC Engage wellness program, San Joaquin County employees and eligible dependents are offered support in the way of various workshops, courses, and programs in areas such as Physical and Mental Wellness, Professional Wellness, and Financial Wellness. Employees also enjoy special employee pricing through Perks at Work.

For additional information regarding the wellness program, please click to visit the SJC Engage website:



Potential Annual		
Cashable Compensation	Step 1	Step 5
Annual Salary* (see above note)	\$145,619	\$177,000
10% Confidential Supp.	\$14,561	\$17,700
1% Deferred Comp annual	\$1,456	\$1,770
Vacation Cash-out 8 days annually	\$4,480	\$5,446
Total	\$166,116	\$201,916

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