

San Joaquin County Employment Opportunity **Chief Probation Officer**



Supporting a Safer, Stronger Community!

Recruitment Announcement
0120-HP1400-EX

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.

San Joaquin County Employment Opportunity **Chief Probation Officer**

About the Position

San Joaquin County is recruiting for a highly experienced Chief Probation Officer to lead the daily activities of the Probation Department and to provide executive-level leadership to ensure regulatory requirements are met. This position provides administrative oversight and strategic direction for the Probation Department and ensures that all department programs and operations comply with applicable laws and regulations, as well as with the policies established by the Justice System, County Administrator and the Board of Supervisors. Click [here](#) to view the full County job description for this key leadership position.

Ideal Candidate

The ideal candidate is expected to model a strong work ethic and leadership skills, including accountability to oneself and others while demonstrating the ability to be a collaborative and innovative problem solver. The candidate will possess exceptional communication skills and a working knowledge of probation and community programs with a proven ability to effectively build and manage teams, utilizing superior interpersonal and analytical skills with a high level of integrity combined with an ethical and fair philosophy.

Candidates must have the ability to leverage the technical expertise of internal and external resources while managing competing demands with well-developed organizational and decision-making skills that demonstrate innovation and fiscal responsibility.

Upcoming Priorities

- * Oversee the implementation of the Strategic Priorities established by the Board of Supervisors.
- * Mentoring of Probation staff by providing growth and succession through training opportunities.
- * Hold staff accountable in meeting department mission and goals.
- * Establish collaborative working relationships with the community, other County departments and outside stakeholders.
- * Improve public safety, and enhance overall criminal justice system

About the Department

The [San Joaquin County Probation Department](#), as an integral part of the Justice System, provides safe custodial care for juveniles and upholds public safety by providing prevention, investigation, and supervision services for offenders. The department is committed to excellence, professionalism, and integrity as we serve our community. One of Probation's primary goals is to provide evidence-based interventions to our clients to assist them in adopting prosocial behaviors, resulting in reduced recidivism, thereby increasing public safety and reducing victimization. San Joaquin County Probation values excellence, importance of the individual, team concept, ethical conduct, professionalism, importance of community and a safe and healthy environment. For fiscal 2019/2020, the department has an operating budget of \$81 million and employs 355 full-time employees.

Recruitment Announcement
0120-HP1400-EX

Values of

San Joaquin County Leadership

- *We are committed to service and outcomes*
- *We are fiscally responsible*
- *We are accountable*
- *We treat people with respect*
- *We work as a team*

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.



Recruitment Announcement
0120-HP1400-EX

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

The county is one of the most agriculturally rich regions in California. Almonds are the leading commodity, with 87,300 bearing acres.

Grapes, walnuts, milk and eggs round out the top crops, with an abundance of other produce. 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.

SAN JOAQUIN
— COUNTY —

Greatness grows here.

Chief Probation Officer

Compensation and Benefits

Annual Base Salary: **\$147,014- \$178,693**

In addition to the base salary, the County offers a Cafeteria Plan in the annual amount of \$24,023 which is considered the employer's benefit contribution and may be used to purchase medical, dental, and vision coverage.

Depending on the health plan selected, premiums not paid by the Cafeteria Plan allowance will be the employee's responsibility through a pre-tax deduction. Unused monies are paid as additional salary.

- A 5% employer contribution to the County's 457 Deferred Compensation Plan (valued from \$7,351 to \$8,935 annually)
- Vacation cash-out up to 15 days annually (valued from \$8,482 to \$10,309)
- An annual car allowance of \$7,020

Potential cashable compensation	Step 1	Step 5
Annual Salary	\$147,014	\$178,693
5% Deferred Comp annual	\$7,351	\$8,935
Vacation Cash-out 15 days annually	\$8,482	\$10,309
Annual Cafeteria	\$24,023	\$24,023
Annual Car Allowance	\$7,020	\$7,020
Total	\$193,890	\$228,980



Compensation and Benefits

- 1937 Retirement Act plan — reciprocity with CALPERS
- 125 Flex Benefits Plan
- 12 days sick leave annually - unlimited accumulation
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- 14 paid holidays per year
- 10 days administrative leave per year

For more information, please access the [County's benefits website](#).

Recruitment Incentives*

- Reimbursement of qualifying moving expenses up to \$5,000.
- 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.

Chief Probation Officer

Minimum Qualifications

Education: Graduation from an accredited college or university with a bachelor's degree in social work, psychology, criminology, or related fields; or graduation from an accredited law school.

Experience: Five years of experience in probation or parole, four years of which must have been at a level equivalent to a Probation Division Chief in San Joaquin County.

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

The Chief Probation Officer is a "peace officer" pursuant to California Penal Code section 830 and must meet employment guidelines and standards established by the Commission for Peace Officer Standards and Training (POST) and Sections 1029 and 1031 of the California Government Code. The Chief Probation Officer is also an "administrator" in accordance with the California Code of Regulations, Title 15, section 102, and must meet the applicable Board of State and Community Corrections standards related to management training.

Application Submittal

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire by the final filing date.

Final Filing Date: **February 14, 2020**

Resumes will not be accepted in lieu of a complete application package.

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.



Supplemental Questions

In addition to the standard application, responses to the following questions will be required:

- * Provide an overview of your professional management work experience in a parole or probation department. Include the programs in which you were responsible for direct oversight.
- * Describe your budget experience, including the size and complexity of the budget and your level of participation in the preparation and oversight process.
- * Describe your experience working collaboratively with inter- and intra-agencies.
- * Provide an example of a creative and innovative solution or improvement you suggested that is still being used today.

Selection Process

If warranted by the number of candidates, applications will be reviewed by a screening panel. The screening panel will select those most qualified to be considered for continued participation in the selection process.

Final candidate interviews will be held by the Juvenile Justice Commission. Final appointment is made by the Presiding Juvenile Judge.

Offer of employment will be conditional upon successfully passing a pre-employment background and drug screen.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.