



one
COUNTY
one
FUTURE

Deputy Chief Probation Officer



Salary: \$127,736 – \$157,579 ANNUALLY DOE/DOQ, plus an annual auto allowance. This salary range reflects the negotiable range for hire. The top of the range for salary advancement is \$187,429.

THE POSITION

Under general direction, DCPOs plan, organize and direct the activities of a major Division in the Probation Department, including: implementing policy as determined by the Chief Probation Officer; acting for the Chief Probation Officer during absences; and performing related work, as required. A member of the executive/management team, DCPOs are responsible for providing vision and guidance to meet the challenges of the present and shape the Department of the future, while maintaining or exceeding the current standard of excellence. The DCPO is an at-will assistant department leader position which serves at the pleasure of the Chief Probation Officer and is exempt from the civil service system. The County is flexible in allowing DCPOs to work out of the County Probation office closest to their residence but must be available to travel throughout the County on a regular basis. Probation Officers may choose to be armed, but it is not required.

BENEFITS

Click [HERE](#) for Benefits information.

In addition, and in the interest of attracting the best talent to the organization, the County may provide reimbursement for reasonable relocation expenses, and at the discretion of the CEO and Board of Supervisors, housing and student loan offsets, cash incentives, and/or vacation and sick leave pre-accruals.

THE DEPARTMENT

The Department's mission is to protect and serve the community by providing information and recommendations to the Courts; providing safe, secure and effective juvenile detention and treatment programs; enforcing court orders and post release community supervision conditions, requiring responsibility/accountability, and supporting rehabilitation; and supporting victims of crimes by facilitating reparation and restitution collection. Their vision includes: promoting justice and safety in the community through delivering corrections services that are evidence based, community oriented, strength based, and family focused; guiding, motivating and directing clients to take personal responsibility for their actions and facilitating case plans that support the success of probationers and realigned adults in the community; maintaining collaborative partnerships with Courts, law enforcement, schools and community service agencies; supporting victims by serving as an informational resource, establishing and collecting restitution, and providing balanced and restorative justice interventions for the community; and encouraging active and informed citizen and community responses to crime.

THE IDEAL CANDIDATE:

- Someone who creates synergy that will spark innovative ideas and solutions with staff.
- Five (5) years minimum experience supervising peace officers, and managing programs in community corrections.
- Action-oriented, adaptable, flexible and have tenacity, courage, and confidence.
- Expansive knowledge of the criminal justice system, including the principles of evidence-based practices for community corrections.
- Excellent communication and interpersonal skills.
- Extensive knowledge of federal, state and local laws, codes, regulations, standards, and local issues.
- Experience effectively managing a diverse team.
- A background in policy development and program implementation.
- Success in interagency and community relations.
- Outstanding analytical skills and the ability to analyze data.
- Experience in project management and strategic planning.
- The ability to make policy level decisions.

EXAMPLES OF DUTIES

- Interprets County and Probation Department policy and directives to the management staff of various divisions and institutions; reviews operations and secures compliance with policy and directives.
- Consults with and advises management staff on problems concerning personnel, procedures and services; evaluates continuing operations and, if indicated, initiates corrective action through discussion with the management staff involved; recommends the assignment and reassignment of professional and clerical personnel according to the needs of the Department.
- Assists the Chief Probation Officer in all roles, including preparing and administering the annual budgets; reviews budget estimates and requests with the management staff with a view to maintain good fiscal practice, conformity with policy and maximum economy; evaluates budgetary needs and participates in budget conference with the Chief Probation Officer.
- Studies and reports on anticipated needs and services in the Probation Department, including new and expanded facilities and designs, as well as the more efficient utilization of existing facilities.
- Evaluates the overall effectiveness of training programs and plans future developments; acts for the Chief Probation Officer during absences.
- Addresses community groups and professional organizations.
- Implements State legislative changes.



MINIMUM QUALIFICATIONS

- A bachelor's degree, from an accredited U.S. college or university **and** a minimum of three years of management level experience that includes budget management, supervising peace officers, and managing programs in community corrections, probation, parole or the criminal justice system considered.
- Must be able to obtain an 832 PC certificate during the first year of probationary employment as a condition of continual employment.
- Must meet minimum peace officer standards as specified in California Government Code Sections 1029 and 1031, including but not limited to: not currently on probation for a misdemeanor; no prior felony convictions; good moral character, as determined by thorough background investigation (this includes a polygraph examination); submission of fingerprints for purpose of a criminal record check; and found to be free from any physical, emotional or mental condition which might adversely affect the powers of a peace officer.
- Must be a U.S. citizen or permanent resident alien who is eligible for and has applied for citizenship.
- Possession of a valid California Class C Driver's License, which must be kept valid throughout the term of employment. Incumbents must be able to travel independently.
- Unless previously completed, candidates must complete and successfully pass a BSCC STC approved Manager/Administrator Core Course within the first year of employment (This two-week course may be held outside of the County.)

California experience is highly desirable. It is preferred that candidates have experience in at least two of the following four areas: adult services, juvenile services, institutions and administration. In addition, being active in relevant professional associations is encouraged.

Background Investigation

The successful candidate must meet peace officer standards and will be required to successfully complete a background investigation, which **will** include:

- An interview and a thorough check of police records; personal, military and employment histories; and inquiry of persons who know you and evaluate whether you respect the law and rights of others, are dependable and responsible, have demonstrated mature judgement in areas such as the use of drugs and intoxicants, are honest, and are a safe driver.
- A polygraph examination will measure the accuracy of information given during the background investigation process and is part of the background investigation.
- A psychological examination will be given by a psychologist. You will be evaluated on the psychological factors related to successful performance to determine if you are presently suited for the position.
- A medical examination.



Renew
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COUNTY GOVERNMENT: RENEW '22

The County of Santa Barbara is in a time of change and renewal, as the County plans for its near and long-term future and emergence from the COVID-19 pandemic. Renew '22 is a multi-year transformational initiative to ensure resiliency, fiscal sustainability and operational efficiency. The pandemic accelerated many of the changes proposed in the Renew '22 effort. Those efforts include better systems and technology; improved revenues, augmented reserves, and efficient services; increased responsiveness to our clients and customers; and greater retention and attraction of quality employees. By constantly learning and improving, and exploring ways to work differently, employees are equipped to thrive in the present, adapt to a post-COVID tomorrow, and anticipate the future.

To learn more, go to: www.countyofsb.org



APPLICATION & SELECTION PROCESS

Submit an application at
www.sbcountyjobs.com

Applications must be submitted by:

OPEN UNTIL FILLED

For first consideration please apply by 11/19/21

Recruiters will correspond with applicants by email during each step of the recruitment process.

Applicants are reminded to check spam filters continuously during the Selection Process steps to ensure they do not miss required deadlines.

NOTE: Supplemental questions and presentation will be required in selection process.

REASONABLE ACCOMODATION:

The County of Santa Barbara is committed to providing reasonable accommodation to applicants. Qualified individuals with disabilities who need reasonable accommodation during the application or selection process should contact the recruiter listed on the job posting. We require verification of needed accommodation from a professional source, such a Medical Provider or a learning institution.



For questions on this recruitment, please contact **Carolyn Marceda** at CMarceda@sbcountyhr.org

STATEMENT OF COMMITMENT

The County of Santa Barbara is dedicated to cultivating and sustaining an environment that exhibits equity and inclusion everywhere, and at all levels of our organization. The County believes equity is a fundamental principle that must be imbedded in policies, institutional practices and systems. The County recognizes the negative impacts of systemic racism and is committed to eliminating the barriers affecting Black, Latinx, Indigenous, Asian, and socioeconomically disadvantaged community members, as well as people of other diverse racial and ethnic backgrounds. We envision a world where society and its systems (e.g. education, criminal justice, and health care, housing, the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential.

We celebrate community and employee diversity, strive for inclusion and belonging, and promote empowered participation. We aspire to build a workforce that is reflective of these values and the communities we serve. We are proud to be an equal opportunity employer and will resolutely uphold federal, California state law and/or Santa Barbara County ordinances.

We believe equity and inclusion are vital to fulfill the County's mission and to embody a culture of "One County, One Future." Expanding the full range of employee talent allows the County to deliver our best to all our community members.

We believe in the dignity and humanity of all people. We strive for a healthy and prosperous society that promotes all people having equitable access and opportunity.