

COUNTY OF
SAN DIEGO



**CHIEF PROBATION
OFFICER**

ANTICIPATED HIRING RANGE: \$225,000 - \$250,000
Commensurate with qualifications and experience



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THE POSITION

The Chief Probation Officer is appointed by the Board of Supervisors, subject to confirmation by a majority of the judges of the San Diego County Superior Court. This position leads a department of Probation officers and administrative staff who supervise approximately 8,000 adult probationers in the community and approximately 800 youth. The Chief Probation Officer will plan, direct, organize and evaluate the overall activities and operation of Probation services and facilities and lead the department through strategic changes in providing services to the San Diego community.

The San Diego County Probation Department is undergoing a historic transformation as it seeks to provide the highest quality of evidence-based services to adults and youth under its supervision. The Probation Department is bifurcated into Youth Development and Community Services, and Adult Reintegration and Community Supervision Services. The Department has separate leadership teams to effectively support the unique needs of all persons on probation.

San Diego's juvenile justice system has been undergoing significant reforms for more than three years. A long-term partnership with Georgetown University's Center for Juvenile Justice Reform and the Council for Juvenile Justice Administrators has helped the Department begin to transition its service delivery model to a positive youth development framework. The Probation Department continues to align all operations, services, and trainings to be rooted in restorative justice and trauma-informed philosophies. The Department is in the final stages of completing construction on a long-term commitment facility to holistically meet the needs of youth and staff. New priorities include developing community treatment and intervention options that help youth avoid detention and successfully exit probation more quickly.

The Adult Reintegration and Community Supervision Services is undertaking significant improvements. A focus on community-based treatment and supportive services are intended to reduce barriers to service and increase successful outcomes. The model is focused on collaboration with community-based organizations and social service providers to create a one-stop shop approach to services. Probation is also focused on linking clients from jails and prisons into treatment programs, establishing case plans, establishing housing, and job training and placement to encourage their success by operating the award-winning Community Transition Center.

SAN DIEGO COUNTY PROBATION DEPARTMENT

The Probation Department supports community safety by working with County departments, criminal justice agencies and community partners, to provide supervision and rehabilitative services for youth and adults in the justice system. The department also assists crime victims by securing restitution and holding clients accountable.

The Probation Department has 1,009 employees and a budget of \$236.8 million and is located in central San Diego in the Probation Administration Center.

THE IDEAL CANDIDATE

The County of San Diego is looking for a dynamic and visionary leader who values collaboration and thrives in an environment of multiple stakeholder priorities. The juvenile justice and criminal justice systems in San Diego rely heavily on a collaborative and team approach to achieving results and maintaining public safety.

The ideal candidate will demonstrate how they will successfully bring together justice partners and community organizations to build an equitable and evidence-based justice system in San Diego County that eliminates racial and ethnic disparities and promotes rehabilitation. We're seeking an individual with a professional history that demonstrates the following leadership competencies and attributes:

- Demonstrates strong leadership skills that embody trust, transparency and collaboration.
- Demonstrates the ability to successfully implement significant culture change in a large organization.
- Promotes trauma-informed and restorative justice philosophies for both youth and adult services.
- Mission-driven leader capable of bringing together competing perspectives in adverse situations.
- Carefully considers implications and impact of decisions across the organization and in the region.
- Fosters professional development and inclusive leadership opportunities for staff at all levels and positions of the organization. Ability to create a learning environment that emphasizes staff training and professional development in substantive areas.
- Builds and supports mutually beneficial relationships with other County departments, outside organizations and community stakeholders.
- Demonstrates an ability to work with community-based organizations and justice partners to establish and maintain positive working relationships.
- Builds strong collaborative partnerships with labor organizations.
- Possesses strong technical and interpersonal skills.
- Developing a department noted for its commitment to transformation toward a caring and rehabilitative service delivery.
- Using data as a way of measuring success and impact and committing to best practices and excellence.
- Ability to create a learning environment that emphasizes staff training and professional development in substantive areas.
- Commitment to racial equity, inclusion, justice, and a sincere dedication to working in partnership with youth, families, and community.
- Motivated to transform the culture of the department, and who understands that a meaningful focus on prevention must be realized through reinvestment in community-based organizations and non-law enforcement public agencies doing the work of diversion and development-based service provision.
- Moving from a primary focus on compliance to emphasizing rehabilitating our youth and adults to achieve the best public safety outcomes.



HOW TO APPLY

APPLICANTS MUST POSSESS THE FOLLOWING:

A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency, has held or is currently serving in a sworn position AND have five years of management level experience that demonstrates the ability to perform the essential functions of the classification. **Note:** A master's degree or higher degree may substitute for a total of one year of experience.

The Chief Probation Officer is a Peace Officer (Section 830 of the California Penal Code) and must meet employment guidelines and standards established by the Commission for Peace Officer Standards and Training (POST) and the provisions of Sections 1029 and 1031 of the California Government Code. Applicants must be 21 years of age by the time of appointment and must be a U.S. citizen or in the process of becoming a U.S. citizen. This position may require carrying a weapon and meeting certification requirements.

Visit www.sandiegocounty.gov/hr to complete the online application and attach your résumé and degree information. A first review of résumés will begin on September 1, 2021. Interested candidates are encouraged to apply as soon as possible.

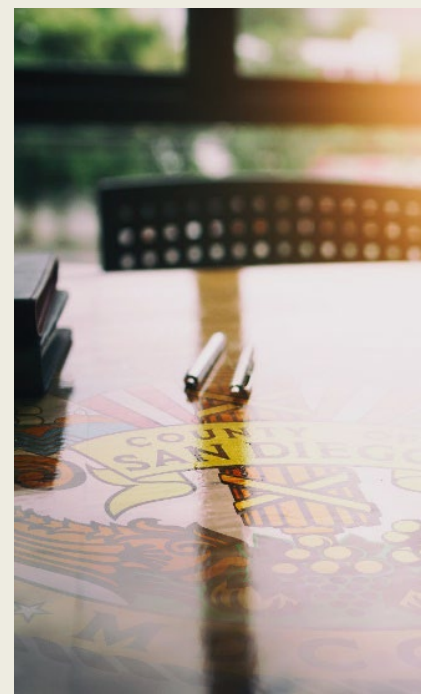
SALARY AND BENEFITS

COMPENSATION

The anticipated hiring salary range is \$225,000 - \$250,000 annually. Salary reviews are performance-based and goal oriented.

BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the San Diego County Employees Retirement Association
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000



SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.

CONTACT INFORMATION

You may direct any questions regarding the position or application and selection process to Brandy Winterbottom-Whitney, Deputy Director of Human Resources, at Brandy.Winterbottom-Whitney@sdcounty.ca.gov or (858) 505-6324.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.

The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. For more information, please visit www.livewellsd.org.

