

COMPENSATION & BENEFITS

Annual Salary: \$168,509-\$262,065

The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific needs.

The package includes:

- Retirement Plan – The successful candidate will participate in a contributory defined benefit plan.
- Cafeteria Benefit Plan – The County provides a tax-free contribution of 14.5% – 17% of the employee's monthly salary from which to purchase health insurance and other benefits.
- Flexible Spending Accounts – Optional employee tax-free health care spending account.
- Savings Plan (401k) – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary. (temporarily suspended)
- Deferred Compensation Plan (457) – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary. (temporarily suspended)
- Holidays – 12 paid days per year.



HOW TO APPLY

Please go to: <https://bit.ly/3sFBhmQ> create a profile and submit your application, cover letter, resume, record of accomplishments, degree verification, and three professional references.

For confidential inquiries, please contact:

LaTanya L. Hill, JD

Department of Human Resources

Talent Acquisition Division

(323) 428-0745

lhill@hr.lacounty.gov



The County of Los Angeles is accepting applications for the following:



DEPUTY DIRECTOR, PROBATION (UNCLASSIFIED)

Open from:

March 31, 2021 through April 28, 2021



To enrich lives through effective & caring service.



THE COUNTY OF LOS ANGELES IS AN EQUAL OPPORTUNITY EMPLOYER



THE COUNTY

The County of Los Angeles provides vital and wide-ranging public services to a diverse population of over 10 million residents. The County is proud of and home to a vast multicultural population, which speaks more than 220 languages, and focuses on hiring persons who represent its various communities. As the largest employer in Southern California, the County has over 111,000 employees in 37 departments and an operating budget of over \$38 billion, with 88 cities and more than 120 unincorporated areas.



THE PROBATION DEPARTMENT

The County of Los Angeles Probation Department is the nation’s largest probation department. With 5,671 budgeted staff and a \$1 billion budget, the Department delivers services from over 40 facilities, including 24 juvenile and/or adult field offices, two pretrial services offices, two juvenile halls, five juvenile camps and one residential treatment facility.

The Probation Department is a critical part of the County’s efforts to develop an equitable, rehabilitative, and restorative justice system that provides the highest quality of evidence-based services to youth, and adults, and the community. The community at large, and the adult and juvenile clients directly served by the professionals in the Probation Department, benefit from the alternative to incarceration and the rehabilitation and reintegration that the Department provides, along with diversion and reentry services in working with the Office of Diversion and Reentry.

The Probation Department is also supporting County efforts to establish a new Department of Youth Development which may assume some responsibility for interventions and services provided through the Department.

QUALIFICATIONS

Graduation from an accredited college or university with a Bachelor's degree.

Extensive management experience leading and directing a complex organization or operation providing human and/or social services in fields such as rehabilitation, social welfare, probation, parole, corrections, law enforcement, administrative or legal services.

The considered experience will be equivalent to the level of a Bureau Chief, Probation, or higher, in the County of Los Angeles. The hired individual will also have Peace Officer Standards and Training (POST) certification or will be required within 90 days of appointment to possess a certificate of completion of a 40-hour introductory training course on the laws of arrest under Penal Code Section 832 and POST.

A California Class “C” driver license or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions is also needed for this position.



THE POSITION AND IDEAL CANDIDATE

Reporting to a Chief Deputy, the hired individual, as an executive leader, has extensive management experience and knowledge of current trends and developments in alternatives to incarceration, rehabilitation, and the evolving role of probation departments. The ideal candidate will have broad practice and successful experience overseeing major complex operations, such as supervision and investigative services of adult and youth populations, including evidence-based community services; pretrial services; coordinating diversion and reentry programs; addressing organizational data, quality, and accountability issues; identifying and correcting implicit and systemic bias; and the professional development of sworn and non-sworn staff.

With the Board of Supervisors’ vision of “Care First, Jails Last,” the County seeks alternatives to incarceration. The Probation Department, as one of the key alternatives to incarceration, is focused on providing cognitive-based services to clients from jails and prisons through need-based supportive services, including health, mental health, substance abuse disorders, housing, employment, and navigation to other services to encourage their success.

The selected candidate will have experience in leading and supporting subordinate managers and staff in cultural transformation to a progressive model of caring and rehabilitative restorative justice or implementing major policies and/or procedures that affect department-wide personnel and clients. The hired candidate will be capable of quickly ascertaining the needs of not only the bureaus to be overseen; but also the needs of the Chief Deputy and Chief Probation Officer in support of the mission, vision, and goals for the Department and the clients served. The candidate will also be expected to know how to integrate the County’s strategic plan and mission within the management of personnel and in support of clients. The ideal candidate will also have experience motivating personnel from varying levels in order to enhance services to the clients, and improve and sustain relationships with surrounding communities, faith-based and community-based organizations, business partners, and other stakeholders.

DESIRABLE QUALIFICATIONS

- An advanced degree in law, criminal justice, human services, or a closely related field.
- Proven experience in the development and implementation of state-of-the-art, nationwide best practices in the areas of community-based treatment, trauma-informed care, and cultural competency.
- Knowledge of evidence-based re-entry models, and restorative justice, and the willingness and ability to lead a transformative culture for institutional reform.
- Proven commitment to the “Los Angeles Model” for individuals in the justice system that is supportive, data driven, culturally competent and guided by research.
- Ability to promote a learning environment that emphasizes staff training and professional development in areas that include, but are not limited to, developmental disabilities, substance abuse, mental health, co-occurring disorders, and abuse and trauma.
- Experience building transparent and effective partnerships with community-based organizations, members of professional staff, public officials, justice system agencies, and other partners within the probation and corrections community.
- Ability to interpret and apply California legal codes and statutes relating to justice and human service programs.
- Deep understanding of administrative support functions (e.g. human resources; labor/employee relations; finance; contracting).
- Excellent interpersonal and communication skills and a dedication to continual improvement.