

# The County of Los Angeles



## CHIEF DEPUTY PROBATION OFFICER

Open March 2, 2021

First consideration given to applications  
received by April 2, 2021

*To enrich lives through effective & caring service.*

# THE COUNTY OF *Los Angeles*



As the largest employer in Southern California, the County of Los Angeles has over 111,000 employees in 37 departments and an operating budget of over \$38 billion.

The County provides vital and wide-ranging public services to a diverse population of over 10 million residents.

With 88 cities and more than 120 unincorporated areas, the County is proud of a vast multicultural population, which speaks more than 220 languages. We strive to hire culturally competent persons who represent the various communities within our County.

## 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 continues to undergo transformation to a rehabilitative and restorative justice system as it seeks to further provide the highest quality of evidence-based services to youth and adults under its supervision. The community at large, and the adult and juvenile clients supervised by the professionals in the Probation Department, benefit from the rehabilitation and reintegration that the Department provides. Under the Youth Justice Reimagined Model, there is an impending move to transition juvenile operations from the Probation Department to a newly created Department of Youth Development over the next few years.



# THE OPPORTUNITY

## *The Position*

The Chief Deputy Probation Officer, reporting to the newly-appointed Chief Probation Officer, oversees major divisions – juvenile or adult – in the nation's largest probation department, focused on transforming toward a caring and rehabilitative environment by engaging staff to move to a care-first approach to probation service, through quality programming, including positive youth development, trauma-informed care, gender-inclusion and cultural responsiveness.

In the Juvenile Services Division, priorities include improving conditions of confinement and service delivery for youth in juvenile halls, expanding the “Los Angeles Model” by creating home-like environments throughout the camps, and developing additional community treatment and intervention options that help youth avoid detention and successfully exit probation more quickly. The Department is also planning for SB 823 implementation, the State's realignment of responsibility for youth from its Division of Juvenile Justice to counties. Developing additional training and resources to ensure the success of youth and the development of a local continuum of care for youth are key roles for the Chief Deputy.

Work with the Adult Services Division will provide an opportunity to help guide and transform the lives of the adults that we serve. With the Board of Supervisors' vision of “Care First, Jails Last,” the County seeks alternatives to incarceration. The Probation Department, as an alternative to incarceration, is focused on providing cognitive-based services to clients from jails and prisons through need-based support services including

health, mental health, substance abuse disorders, housing, employment, and navigation to other services to encourage their success. Enhancing caring and rehabilitative services that are supported with wraparound resources from county and community partners must be a priority. Recognizing that the transition from custody to the community may be challenging, the Department looks to provide individualized case management services to returning citizens as they reenter the community. The successful Chief Deputy will build upon innovative reimagined relationships with other county agencies and community-based organizations that offer comprehensive community adult supervision and support.

The ideal candidate for the Chief Deputy Probation Officer will demonstrate how to successfully bring together justice partners and community organizations to build an equitable and evidence-based justice system that eliminates racial and ethnic disparities and promotes rehabilitation. The ideal candidate will also have demonstrated success in meeting large scale challenges and driving cultural changes even in established and deep-rooted cultures. The candidate will have extensive knowledge of current trends and developments in the field of probation based upon broad practice in the field and deep executive experience.

With success in enhancing holistic and evidence-based innovative programs, the candidate will lead in further establishing and maintaining a supportive and collaborative environment, fully committed to creative and rehabilitative models.



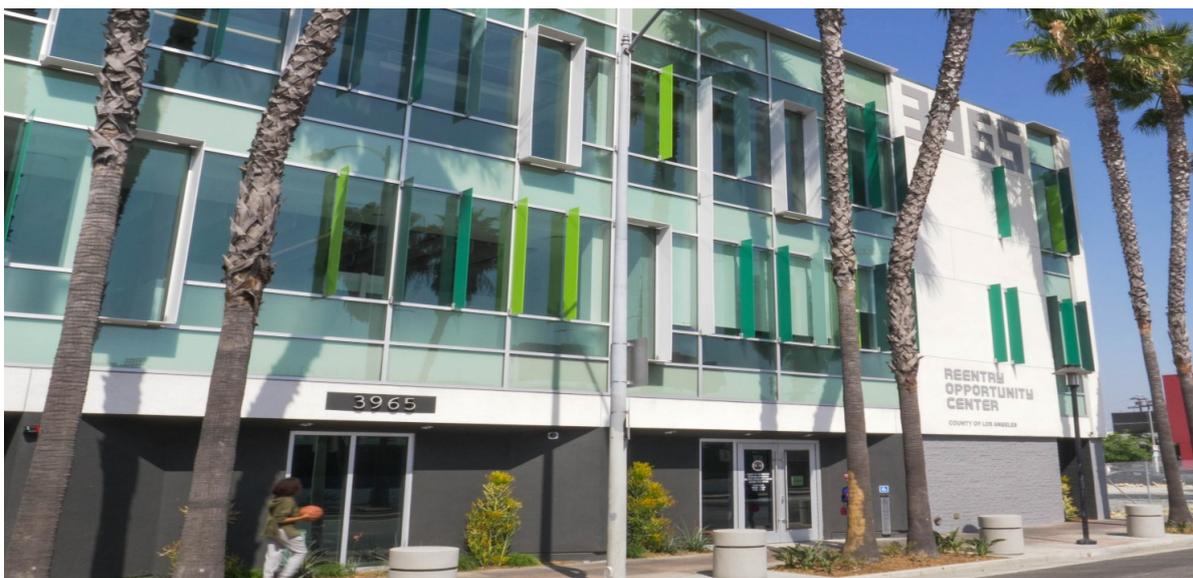
*Campus Kilpatrick Site*

# Qualifications

- Graduation from an accredited college or university with a bachelor's degree.
- Extensive executive experience (5+ years) in leading and directing a large and complex organization, or a major or complex operation, providing human and/or social services in fields such as public safety, probation, parole, corrections, law enforcement, or social welfare.
- The Chief Deputy Probation Officer must have Peace Officer Standards and Training (POST) certification or is 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.
- The individual hired will have 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.

# Desirable Qualifications

- A Master's degree or higher from an accredited college or university in criminal justice, human services, public or business administration, public safety, or a closely related field.
- Demonstrated experience in the development and implementation of cutting-edge, nationwide best practices in the areas of community-based treatment, trauma-informed care, and cultural competency.
- Knowledge of evidence-based reentry models, and restorative justice, and the willingness and ability to lead a transformative culture for institutional reform.
- Demonstrated commitment to the Los Angeles County model for individuals in the justice system that is supportive, data driven, culturally competent and guided by research.
- Experience with automated probation case management systems and long-range systems planning.
- 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, abuse, and trauma.
- Experience creating 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 adult offenders.
- Excellent interpersonal skills and a commitment to continual improvement.



*A collaborative center, providing help, hope and healing opportunities*

# Compensation & Benefits

Annual Salary: \$194,733 to \$302,850

This unclassified position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP).

Benefits: The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific need. 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% to 17% of the employee's monthly salary from which to purchase health insurance and other benefits.
- Flexible Spending Account – 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 the employee's salary. Please note that the current County match is temporarily on hold; it is anticipated to resume on July 1, 2021.
- Deferred Compensation Plan (457) – Optional tax-deferred income plan that may include a County matching contribution up to 4% of the employee's salary. Please note that the current County match is temporarily on hold; it is anticipated to resume on July 1, 2021.
- Holiday – 12 paid days per year.

## How to Apply

This position will be open from March 2, 2021, until filled. First consideration will be given to those who apply by April 2, 2021. Qualified candidates are encouraged to apply early for optimal consideration.

Please go to: <https://bit.ly/3b6sALY> in order to submit your application, cover letter, and resume.



**For confidential inquiries,  
please contact:**

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Los Angeles County  
DEPARTMENT OF

**Human Resources**

