

# CHIEF DEPUTY DIRECTOR, CHILDREN AND FAMILY SERVICES (UNCLASSIFIED)

## COMPENSATION AND BENEFITS

**Compensation: \$163,003—\$246,718 (MAPP RANGE R18)** This position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP). Placement within the range will be commensurate with candidate's qualifications and current salary.

**Benefits:** 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. The Los Angeles County Employees Retirement Association (LACERA) has reciprocal agreements with several public retirement systems in California. If the candidate is a "new member" of the County's defined benefit plan (LACERA) after January 1, 2013, that person's pensions will be limited under the Public Employees Pension Reform Act (PEPRA). For these purposes, a "new member" is someone who first becomes a member of LACERA on or after January 1, 2013 – that is, someone first employed by the County on or after December 1, 2012 – unless she or he established reciprocity with another public retirement system in which she or he was a member before January 1, 2013. Details on PEPRA will be provided on request.

Upon retirement, the successful candidate may participate in a retiree healthcare benefits program. A new County employee hired after June 30, 2014, will be eligible to participate in the Los Angeles County Retiree Healthcare Benefits Program - Tier 2. Details on the Tier 2 program will be provided upon request.

- **Cafeteria Benefit Plan** – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 14.5% to 17% of the employee's monthly salary.
- **Non-Elective Days** – 10 paid days per year with the option to buy an additional one to 20 elective annual leave days.
- **Flexible Spending Accounts** – Employees may contribute up to \$200 per month tax-free, to a Health Care Spending Account up to \$400 per month tax-free to a Dependent Care Spending Account. The County contributes \$75 per month to the Dependent 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.
- **Deferred Compensation Plan (457)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.
- **Holidays** – 11 paid days per year.

### Recruitment Services Provided by:



This announcement may be downloaded from the County of Los Angeles website at: <http://hr.lacounty.gov>

**SOCIAL SECURITY ACT OF 2004** — Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004, requires State and local government employers to disclose the effect of the Windfall Elimination Provision and the Government Pension Offset Provision to employees hired on or after January 1, 2005, in jobs not covered by Social Security. It should be noted that County employees do not pay into Social Security, but do pay the Medical Hospital Insurance Tax portion of Social Security at a rate of 1.45%.

All newly hired County of Los Angeles employees must sign a statement (Form SSA-1945) prior to the start of employment indicating that they are aware of a possible reduction in their future Social Security benefit entitlement. For more information on Social Security and about each provision, you may visit the website at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call toll free (800) 772-1213. Persons who are deaf or hard of hearing may call the TTY number (800) 325-0778 or contact a local Social Security office.

**VOLUNTARY STATE AND FEDERAL INFORMATION** — Pursuant to State and federal requirements, we are requesting that you voluntarily provide the following information: (1) your race/ethnicity and (2) your gender. This information should be on a separate piece of paper (without your name) attached to your resume. This page will be removed from your resume when it is received, kept confidential, and utilized solely for required statistical purposes.

# THE COUNTY OF LOS ANGELES INVITES RESUMES FOR

## CHIEF DEPUTY DIRECTOR, CHILDREN AND FAMILY SERVICES (UNCLASSIFIED)

**\$163,003 — \$246,718 (MAPP Range R18)**

**Filing period — October 7, 2015 until the position is filled**



# CHIEF DEPUTY DIRECTOR, CHILDREN AND FAMILY SERVICES

(UNCLASSIFIED)



## THE COUNTY OF LOS ANGELES

With a population of over ten million people, the County of Los Angeles has more residents than any county in the nation, and within its boundaries are 88 cities. It is rich in cultural diversity and home to world renowned museums, theaters, the nation's motion picture industry, major universities, and numerous five-star restaurants. The mountains, deserts, and the beautiful Pacific Ocean, along with some of the world's finest urban recreational attractions, are freeway close.

The County is governed by a five-member Board of Supervisors (Board) who are elected on a non-partisan basis and serve four-year staggered terms. As the governing body, the Board serves as both the executive and legislative authority of the largest and most complex county government in the United States. There are 34 appointed department heads that report to the Board. There are also three elected officials (Assessor, District Attorney, and Sheriff) for a total of 37 major administrative units or departments that currently serve the needs of the County's residents.

Selected by Forbes Magazine as one of America's Best Employers of 2015, the County's annual budget for fiscal year 2015-2016 is \$26.9 billion, with funding for approximately 106,000 positions to serve its diverse population.

## THE OPPORTUNITY

Established in 1984, the Los Angeles County Department of Children and Family Services (DCFS) is charged with ensuring that children grow up safe, physically and emotionally healthy, educated and in permanent homes. DCFS works to ensure that all children have a connection to family, friends, schools and neighborhoods and provides services to children and their families when they are at-risk due to actual or potential child abuse, abandonment, neglect or exploitation.

Over 8,000 employees in a culturally diverse workforce and serving a similarly diverse County manage an average daily caseload of approximately 36,000 active cases in 24 offices located throughout Los Angeles County. Current budget for DCFS is \$2 billion.

While DCFS often meets or exceeds the national average in many measures of effectiveness, the size, complexity and diversity of the County of Los Angeles, reflected in the caseload, creates circumstances where improved performance is a challenging and complex administrative responsibility. As a result, DCFS has established six goals for the department:

- Improved Child Safety
- Decreased Timelines to Permanence
- Reduced Reliance on Out of Home Care
- Self Sufficiency
- Increased Child and Family Well Being
- Enhanced Organizational Excellence

The Chief Deputy assists the Director of Children and Family Services in planning, evaluating, and directing all day-to-day operations of the department, with particular emphasis on the overall administrative responsibility for direct services to children and their families. Some duties required of the Chief Deputy include:

- Formulates and implements departmental policy related to children and their families, including programs related to emergency response, family maintenance and reunification, permanency planning, adoption services, and emancipation services.
- Directs, through subordinate managers, the execution and evaluation of work accomplished related to all direct services provided to children and their families.
- Purposely leads and provides direction to the Senior Deputy Director, Deputy Directors, and other senior managers within the service bureaus on operational and administrative matters.
- Assesses service bureau operations and ensures compliance with professional and legal standards.
- Represents the department at public meetings and hearings, interprets and communicates departmental programs and policies to the media, and maintains effective and collaborative liaisons with other jurisdictions, government agencies, and community partners.

# CHIEF DEPUTY DIRECTOR, CHILDREN AND FAMILY SERVICES

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## QUALIFICATIONS

The Chief Deputy Director, Children and Family Services will be a seasoned and transformative executive, ideally in a large urban setting. Applicants must possess a Master's degree in social work or a related social science from an accredited college or university or a Juris Doctorate from an accredited college or university.

Seven years of experience in professional social work in the field of social services, five years of which must have been in an administrative capacity developing and implementing goals, objectives, policies and procedures; and assigning and evaluating work through subordinate managers for a large health or social services agency is required. Two additional years of the experience in an administrative capacity may be substituted for the Master's degree or the Juris Doctorate.

Those seeking the position will have a valid California Class C driver's license or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

## DESIRABLE QUALIFICATIONS

- Demonstrated experience in the implementation of one or more strategies used by DCFS including: Risk Assessment, Data Driven Decision Making, Core Practice Model strategies, Concurrent Planning Design, Juvenile Court operations, commercial sex trafficking initiatives and emancipation programs for youth.
- Demonstrated knowledge and experience with Title IV-E funding; and federal, state, and local statutes and ordinances affecting governmental finance and flexible funding for social services.
- A Doctoral degree in social work or a related social science from an accredited college or university.
- Demonstrated experience working with public officials, other public agencies, legislative bodies, community groups, private and non-profit agencies, department clients, stakeholders, related and non-related caregivers, and the public.
- Strong written communication skills, including experience with the preparation of position papers and reports to local, state and federal agencies, committees, private agencies, and commissions.
- Strong oral communication skills, including effective presentation skills, to provide clear and concise information to staff, as well as community agencies or organizations, the news media, community groups, commissions, or committees.
- Demonstrated ability to foster a culture of teamwork throughout the organization and the County.
- Demonstrative strategic and critical thinking skills, with established problem solving capacity.
- Proven leadership skills and the ability to collaborate with groups with diverse interests to achieve the desired outcomes of the department and child welfare community.

## SELECTION PROCESS

Each candidate's background will be evaluated on the basis of information submitted on the resume to determine the level and scope of the candidate's preparation for this position. The resume should include any additional information which the candidate wishes considered. Only the most qualified candidates, as determined by the screening process, will be invited to participate in the selection process.

The names of the most highly qualified candidates will be submitted to the Director of Children & Family Services for final selection.

## TO BE CONSIDERED

Qualified candidates are invited to submit a statement of interest and their resume detailing education completed, positions held, current salary and special qualifications. Resume should include the following:

- Names of schools, colleges, or universities attended, dates attended, degrees earned and field(s) of study. Please enclose verification of licenses, degree(s), and certificates together with the resume.
- For organizations and programs managed, the name of each employer, job title, size of organization's budget, number and composition of personnel supervised, scope of management responsibilities, functions managed, dates of employment, and current salary.
- Information required to determine if the candidate meets the Qualifications sections of this recruitment announcement.

Please submit cover letter, resume, record of accomplishments, verification of degrees, and current salary information to the following e-mail address:

[ExecutiveRecruitment@hr.lacounty.gov](mailto:ExecutiveRecruitment@hr.lacounty.gov). Resumes submitted by October 30, 2015 will receive first consideration. Indicate the position title of Chief Deputy Director DCFS in the subject line of your e-mail.

Confidential inquiries welcomed to:  
PENNY TORRES  
Department of Human Resources  
213.974.2786  
[ptorres@hr.lacounty.gov](mailto:ptorres@hr.lacounty.gov)