



— CAREER OPPORTUNITY —

DIRECTOR OF SOCIAL SERVICES

SOCIAL SERVICES DEPARTMENT,
COUNTY OF SAN LUIS OBISPO

Salary: \$141,440–\$171,932 DOE/DOQ

Come work for the **“Best Place to Work”** and live in a community that is the **“Happiest Place in the World!”**

According to a recent Gallup-Healthways Well-Being Index survey published by *USA Today*, **San Luis Obispo is the #1 “Best Place to Work”** within a metropolitan area. On the *Oprah Winfrey Show*, San Luis Obispo was also named the **“Happiest Place in the World.”**

THE COMMUNITY

Located halfway between Los Angeles and San Francisco, approximately 260,000 people call San Luis Obispo County home. Over a dozen delightful towns and cities, including the City of San Luis Obispo, Arroyo Grande, Atascadero, Avila Beach, Cambria, Cayucos, Morro Bay, Nipomo, Paso Robles, Pismo Beach, San Miguel, San Simeon, and others create a single extended community. San Luis Obispo County's natural beauty includes beaches, lakes, mountains, wetlands, elfin forests, and state/county parks. San Luis Obispo County is home to California Polytechnic State University, Cuesta Community College, Hearst Castle, two of the 21 historical California missions, and a commercial airport. A perfect Mediterranean marine climate keeps San Luis Obispo sunny and warm year-round, with cool nights and the typical year sees 315 sunny days. Throughout the County there are year-round farmers markets, recreational activities, wine tours, and cultural events to meet all your rejuvenation needs. Agriculture, government, tourism, recreation, and a growing technology business sector make up the stable economic background of the County.



THE COUNTY

The County of San Luis Obispo is one of the largest employers in the area with more than 2,800 individuals working to serve the community with pride to enhance the economic, environmental and social quality of life. The County has an elected five-member Board of Supervisors and 24 departments all working collaboratively to provide essential services that benefit local citizens.

THE DEPARTMENT

The San Luis Obispo County Department of Social Services provides public services that promote self-sufficiency, health, and well-being. These programs help ensure the protection of children, the elderly and dependent adults, and provide a safety net for individuals and families who need assistance with basic necessities, such as food, housing, and health care. We partner with the community to enhance self-sufficiency, while ensuring that safety and basic human needs are met for the people of San Luis Obispo County.

Outstanding Achievements:

- ▶ San Luis Obispo County's performance in key Child Welfare Services program referral and response measures exceeded the State's average in 62% of the measures.
- ▶ In partnership with contractors, placed nearly all 50 of the most vulnerable homeless individuals into permanent housing identified for the 50 Now program, far exceeding the goal established for the program in year two.
- ▶ Placed over 125 homeless, low-income families into permanent housing through the CalWORKs Housing Support Program (HSP).
- ▶ Met all requirements under the Workforce Investment and Opportunity Act (WIOA), and exceeded the requirements in six of nine measures.
- ▶ Implemented the Structured Decision Making tool in Adult Protective Services and assumed responsibility for after-hours calls, resulting in improved service delivery.

Future Objectives/Opportunities:

- ▶ Coordinate effectively with the County's Health Agency to implement the Continuum of Care Reform legislation.
- ▶ Surpass State averages in at least 75% of performance measures related to Child Welfare Services (CWS).
- ▶ Achieve and maintain compliance with processing requirements in the Medi-Cal and InHome Supportive Services (IHSS) programs.
- ▶ Meet all goals in the 50 Now and Housing Support Programs.
- ▶ Meet or exceed all Federal requirements under the Workforce Investment and Opportunity Act (WIOA).



THE JOB

The Director of Social Services oversees a budget of \$114.5 million with three direct reports who manage a team of approximately 500 employees. The Director serves as a member of the County's executive management team and reports to the County Administrative Officer, as a classified employee. The Director will lead a vision providing responsible and caring community services to ensure residents are safe, resilient, and healthy. The guiding principles to achieve this vision are:

- ▶ We strive to eliminate poverty and abuse.
- ▶ We believe all people have strengths.
- ▶ We work together to assist in removing barriers and finding solutions.
- ▶ We strive to meet the unique needs of each community, family, and individual.
- ▶ We commit to fairness and equality.



OUR IDEAL CANDIDATE

The ideal candidate will have six years of progressively responsible administrative experience in human services, social welfare, or health services field including two years of directing social service programs within a public sector agency. A Bachelor's degree in Business or Public Administration, Social Sciences, or closely related field is required. A Master's Degree is highly desirable.

Our Department Leaders:

- ▶ Provide Excellent Customer Service
- ▶ Demonstrate Efficient Operation and Continuous Improvement
- ▶ Ensure Strong Financial Performance
- ▶ Use Data-Driven Decision Making
- ▶ Communicate Clearly and Effectively
- ▶ Focus on Learning
- ▶ Measure Performance

We are also looking for a candidate who...

COMMUNICATION / LEGISLATIVE AFFAIRS / PARTNERED RELATIONSHIPS

- ▶ Will align with the department and county strategic plan, mission, and priorities.
- ▶ Has a strong record of developing and maintaining effective interpersonal relationships.
- ▶ Will monitor legislation and engage decision makers on policy and measures that may affect our community.
- ▶ Facilitates relationships at the federal and state level to oversee changes affecting programs.
- ▶ Is influential and an effective negotiator.
- ▶ Has proven experience with balancing competing county-wide and community priorities.
- ▶ Is an outstanding communicator, listener, and presenter.
- ▶ Possesses adept public speaking and media relations skills.

LEADERSHIP

- ▶ Supports and mentors staff to maximize their expertise and ability to work as a team.
- ▶ Champions change and innovation.
- ▶ Is not afraid to challenge status quo.
- ▶ Is an approachable, motivating leader, who will engage and interact with staff.
- ▶ Is genuine and a strong advocate for the clients we serve.
- ▶ Takes pride in developing staff and investing in their professional development.
- ▶ Provides strong leadership, vision and support to County leaders and other agencies.
- ▶ Utilizes adept problem-solving skills and takes a flexible approach to decision making.
- ▶ Has instinctive integrity, transparency, and honesty.
- ▶ Is a visionary with clear and attainable goals for the future of the Agency.
- ▶ Demonstrates calm, centered, and confident leadership that inspires others.
- ▶ Upholds public trust and leads with integrity and unquestionable ethics.
- ▶ Recognizes the importance of providing consistency in decision making and leadership of staff.

FISCAL / ADMINISTRATIVE ACUMEN

- ▶ Incorporates innovative and strategic approaches to addressing multiple programmatic and fiscal changes.
- ▶ Is knowledgeable about funding complexities and will maximize our ability to use state and federal funding.
- ▶ Will effectively oversee a \$114.5 million budget and manage fiscal and funding priorities responsibly.
- ▶ Maintains a continuous improvement philosophy.

PROGRAMS / SERVICES

- ▶ Utilizes human service best-practices.
- ▶ Possesses a big picture understanding of programs.
- ▶ Maintains current knowledge of associated program developments, research and strategies.

— COMPENSATION —

The annual salary for this position is between **\$141,440–\$171,932** depending on experience and qualifications.
The annual salary is supplemented by a generous benefit package which includes:

- ▶ Medical, Dental, and Vision Insurance
- ▶ Participation in the San Luis Obispo County Pension Trust Retirement Fund
- ▶ Life Insurance
- ▶ Deferred Compensation Plan
- ▶ Flexible Spending Section 125 Plans
- ▶ Paid Holidays
- ▶ Paid Personal, Administrative, Sick, and Vacation Days
- ▶ Employee Assistance Program
- ▶ Education Allowance
- ▶ Wellness/Fitness Allowance
- ▶ Post-Employment Health Plan

For additional information regarding benefits for this position **CLICK HERE** or visit:
www.slocounty.ca.gov/Assets/PE/Benefits/bu09.htm



— HOW TO APPLY —

This position is open until filled with the initial application screening occurring **August 15, 2016**.
Candidates are encouraged to submit as soon as possible.

- ▶ Send resumes and cover letters to: jl Russell@co.slo.ca.us
- ▶ Completion of a County of San Luis Obispo application is also required at:
www.governmentjobs.com/careers/slocountyca

Questions? Contact Jamie Russell, Human Resources Analyst at: jl Russell@co.slo.ca.us
805.781.5959 (Confidential inquiries welcomed)

Finalist candidates will be required to have in-depth background screening.

For further information regarding the County of San Luis Obispo, visit our website at www.slocounty.ca.gov.