Applications will be accepted from September 29, 2022 until filled.
THE COUNTY OF Los Angeles

The County of Los Angeles serves a demographically and geographically diverse population of more than 10 million residents and has been listed as one of Forbes’ Best Large Employers in 2022. Employing over 100,000 employees who work in roles as broad as law, civil engineering, public safety, healthcare, and human services, the County operates with an annual budget of over $39 billion for the fiscal year 2022 - 2023. The County is a Fair Chance employer, committed to diversity and inclusiveness in our workforce. We are a diverse economic and cultural hub, driving major elements of the national and world economies. It is the center for the arts, media, and entertainment for the world – unlike anywhere else.

The Probation Department

With over 5,565 budgeted staff and a $1 billion budget, the Los Angeles County’s Probation Department is the nation’s largest probation department, delivering 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.

Our 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, adults, and the community at large. These populations are directly served by the professionals employed by the Probation Department, where it is our privilege to provide sustainable pathways of rehabilitation and reintegration outside the world of incarceration.

With the Board of Supervisors’ vision of “Care First, Jails Last,” the County actively seeks alternatives to incarceration. The Department is focused on providing services to clients through a wide discipline of need-based supportive services. These include health, mental health, substance use disorders, housing, employment, and service navigation support that is essential to rehabilitation and success.

MISSION: Enhance Public Safety, Ensure Victims’ Rights and Effect Positive Probationer Behavioral Change

VISION: Rebuild Lives and Provide for Healthier and Safer Communities
The Position and the Ideal Candidate

Our Department is excited to offer the role of the Deputy Director to one who has established themselves through proven executive management experience and has a high degree of familiarity with the current trends and alternatives to incarceration and rehabilitation.

With the focus on providing transformative, evidence-based, and client-centered care, the Deputy Director owns a critical role in providing executive-level oversight and direction in the provision of services through their subordinate bureaus.

We look forward to onboarding the candidate who believes in the “Los Angeles model,” which is a progressive model of caring and rehabilitative restorative justice. As a critical component to success, the ideal candidate will serve not only as an executive manager over subordinate managers and bureau operations, but as a leader of team members who can be inspired to collectively propel forward the Department’s mission and strategic plan rooted in public service.

We are looking for a confident, well-versed, and compassionate leader with experience in overseeing multiple major/complex operations, preferably in the areas of juvenile detention services, supervision and investigative services for the adult and youth populations, as well as community-based diversion and re-entry programs.

Other ideal factors that would heighten an individual’s candidacy are their demonstrated abilities to gather and address organizational data, identify accountability and quality control issues, improve implicit/systemic bias amongst the workforce, as well as elevate access and quality of professional development for sworn and non-sworn staff.
Minimum Requirements

- A Bachelor's Degree from an accredited college or university.

- Extensive management experience (5+ years) 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. (Prior experience should be at the level of a Bureau Chief, Probation, or higher, in the County of Los Angeles.)

- The hired candidate 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 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

- Proven experience with best practices in the areas of community-based treatment, trauma-informed care, and cultural competency.

- Knowledge of evidence-based re-entry models, restorative justice, and institutional reform.

- Experience with enhancing critical operational administrative support services through improved utilization of technology-based data and metric systems.

- Effective methods of promoting professional development and training in areas such as developmental disabilities, substance use/abuse mental health, co-occurring disorders, abuse and trauma.

- Extensive and/or existing partnerships with justice-oriented community and/or faith-based organizations, professional staff members, public officials, justice system agencies, etc.

- Knowledge or familiarity with pertinent California legal codes and statutes that relate to justice and human services, as well as their interpretation and application to bureau operations and standards.

- Advanced degree in Social Work, Human Services, Administration of Justice, or similar field.
Compensation

Annual Salary: $168,509 to $262,065

Starting annual salary will be dependent on qualifications and career accomplishments. This unclassified position is subject to the provisions of the County’s Management Appraisal and Performance Plan (MAPP) and is compensated at the MAPP Range of R16.

How to apply:

Please go to https://bit.ly/3CiUmT0 to create a profile and submit your resume, letter of interest, degree verification, and three professional references.

All County workforce members must be fully vaccinated against COVID-19 as a condition of employment. Successful candidates for this position will be required to submit proof of vaccination against COVID-19 or request an exemption for qualifying medical or religious reasons during the onboarding process. Candidates should not present proof of vaccination until instructed to do so by the hiring department.

Benefits

The County 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 defined benefit plan.
- Cafeteria Benefit Plan – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 14.5% of the employee’s monthly salary.
- Flexible Spending Accounts – In addition to tax-free medical and dependent care spending accounts, 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 of up to 4% of the employee’s salary.
- Deferred Compensation Plan (457) – Optional tax-deferred income plan that may include a County matching contribution of up to 4% of the employee’s salary.
- Non-Elective Days – 10 paid days per year with the option to buy elective annual leave days. Annual leave can be used for vacation, sick, or personal leave.
- Holidays – 13 paid days per year.

For confidential inquiries, please contact:
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