



EXECUTIVE CAREER OPPORTUNITY



CHIEF DEPUTY YOUTH DEVELOPMENT

Applications are accepted from May 5, 2023 until filled



About the County

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 nearly 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 \$44.6 billion for the fiscal year 2022-23. The County is a Fair Chance employer, committed to diversity and inclusiveness in our workforce. We are a culturally diverse economic and cultural hub, driving major elements of the national and world economies. It is the center for arts, media, and entertainment for the world. It is unlike anywhere else in the world.

Our Board

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. The Board directs County governance through its numerous appointed department heads. In addition to the appointed department heads, the County Assessor, the District Attorney, and the Sheriff are elected by the people.

Department of Youth Development

On July 1, 2022, the Department of Youth Development officially became a Department with the County of Los Angeles. For historical sake, on November 24, 2020, the Board unanimously adopted the core values of **Youth Justice Reimagined** and committed to transitioning the County's youth justice system to the care-first model outlined in the October 2020 Youth Justice Reimagined Report by 2025.

The Department of Youth Development coordinates investments in youth development and capacity-building needed to equitably reduce justice system involvement for youth and assumes responsibility for the phased transition of Juvenile Probation functions over time. The Department directs the planning, development, and implementation of alternatives to youth arrest and incarceration designed to support the well-being of all young people in Los Angeles County and advance the **Youth Justice Reimagined** model for an equitable, care-first youth justice system transformation.



The Opportunity

As **Chief Deputy**, you will assist the Director with managing and coordinating all efforts to advance youth development and alternatives to youth arrest and incarceration in Los Angeles County. You will have a proven track record of strategic planning, policies, and progress toward goals and priorities in alignment with the needs of the Board of Supervisors. This innovative person will oversee and provide high-level leadership for a team of Youth Development personnel focused on youth development collaboration, capacity-building, research, and innovation; youth diversion and restorative practices; youth housing and reentry; and other services and supports for all young people in Los Angeles County with a focus on young people who are involved in the justice system.

The Chief Deputy must be creative, flexible, a team builder, and possess positive interpersonal skills. The ability to motivate others and lead a strong team of experts with knowledgeable staff is expected. The Chief Deputy position reports to the Director of the Department of Youth Development.

The Ideal Candidate

The ideal candidate will have a successful track record of developing, recommending, and implementing executive management concepts, objectives, policies, projects, and systems in a large and well-established culture. This person will be comfortable overseeing the creation of a highly visible and dynamic organization designed to implement programs and collaborations that support youth development, youth diversion and restorative practices; youth housing and reentry; and other services and supports for all young people in Los Angeles County with a focus on young people who are involved in the justice system.

The ideal candidate is visionary, innovative, and can think strategically while executing multiple high-priority initiatives and programs tactfully. Their experience will include a significant history of building relationships and working with peers, community leaders, local, State, and federal agencies; as well as, justice system partners, including the Juvenile Court and local law enforcement agencies to decrease youth justice system involvement and increase community safety. This person must be able to demonstrate knowledge, skills, and abilities in managing a multi-level organization. Such management includes directing budget, personnel, fiscal, supply, and other administrative functions as well as line operations.

The successful candidate will be results-oriented, be able to strategize and implement new programs, understand and effectively respond to the **unique challenges facing youth**, as well as align and strengthen the Department's goals with the Board's priorities.



Key Responsibilities



- **Develop and oversee** the Department of Youth Development’s strategic planning, policies, and progress toward goals and priorities.
- **Direct** the fiscal, personnel, budget, and other administrative functions of the Department of Youth Development.
- **Direct** the design and implementation of the County’s youth development strategic plan and vision.
- **Oversee** and provide high-level leadership for a team of Youth Development personnel focused on youth development, youth diversion, and restorative practices.
- **Establish and nurture** partnerships between the Department of Youth Development and other youth-serving Departments, agencies, and organizations across the County to advance a coordinated model and practice for youth development countywide.
- **Establish and nurture** relationships between the Department of Youth Development and justice system partners, including the Juvenile Court and local law enforcement agencies to work collaboratively to equitably decrease youth justice system involvement and increase community safety.
- **Oversee** the design, implementation, and improvement of youth development, youth diversion, and youth housing and reentry services with fidelity to evidence of promising practices and feedback from participants and youth and community leaders.
- **Oversee** the selection, development, and management of Information Technology related systems and platforms used to manage data to document, learn from, and communicate to inform improvements related to youth development and youth justice efforts, with a focus on all necessary protections against inappropriate or unethical use of youth data and support for youth and community engagement in quantitative and qualitative research and data.
- **Oversee and approve** analysis and engagement with legislative affairs or local policy planning, including analysis, preparation, and presentation of information and reports to the Board of Supervisors and other legislative bodies as needed.
- **Direct** public relations and communication to the public, key audiences, and the news media to increase general understanding and knowledge of youth development and alternatives to youth arrest and incarceration.



Qualifications

At least five years of experience in a leadership role overseeing multiple critical areas of an organization (e.g. program, budget & fiscal services, contracts, etc.) with a background in implementing or overseeing the successful support of youth development and/or youth justice transformation efforts and demonstrated experience working with law enforcement agencies, such as Probation, and other key stakeholders to increase access to Community-Based Organizations.

A **Bachelor's degree** in Business Administration, Public Administration, Public Policy, Public Health, Social Work, Criminal Justice, or a Social Services related field

Desirables

- 1** Demonstrated ability to provide leadership for the Youth Justice Reimagined model and comprehensive knowledge of youth development, diversion and reentry support programs, and community-based alternatives to suspension, expulsion, citation, and arrest for youth.
- 2** Demonstrated success and skills in leadership within a civil service organization.
- 3** Demonstrated experience working collaboratively and hands-on with subordinate managers.
- 4** Excellent presentation, written, and verbal communication skills.
- 5** Highly skilled in program, project, and political acumen.
- 6** A Master's level degree in Business Administration, Public Administration, Public Policy, Public Health, Social Work, or a related field.



Compensation

ANNUAL SALARY: \$143,103 to \$222,554

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 R13**.

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 employee's salary.
- Deferred Compensation Plan (457) – Optional tax-deferred income plan that may include a County matching contribution of up to 4% of 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.

How to Apply

Please go to: <https://bit.ly/3Vz3OtA> to create an online profile and submit your application, cover letter, resume, degree verification, and three professional references.

The County of Los Angeles is an Equal Opportunity Employer

For confidential inquiries,
please contact:

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