

## COMPENSATION & BENEFITS

**ANNUAL SALARY: \$181,144.04 to \$281,716.08**

The appointee will receive an annual salary, commensurate with qualifications, as well as an excellent program of benefits that allows employees to choose the 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 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.
- 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 – 12 paid days per year.



### HOW TO APPLY

Please go to: <https://bit.ly/3E6MHFw> to submit your application, letter of interest, and resume.

**For confidential inquiries, please contact:**

LaTanya L. Hill, JD  
Executive Recruiter  
Talent Acquisition Division  
Department of Human Resources  
Telephone: (323) 428-0745  
E-mail: [Lhill@hr.lacounty.gov](mailto:Lhill@hr.lacounty.gov)



The County of Los Angeles  
**Child Support Services**  
invites submissions for:

# CHIEF DEPUTY DIRECTOR

**SALARY RANGE: \$181,144-\$281,716**

**Filing begins October 25, 2021 until filled**  
(Those who submit by November 12, 2021 will be considered first)







**“To enrich our community by providing child support services in an efficient and professional manner, one family at a time.**



## THE COUNTY

As one of the largest employers in Southern California, the County of Los Angeles has over 110,000 employees in 37 departments and an operating budget of over \$36.5 billion. The County provides vital and wide-ranging public services to a diverse population of 10 million residents. With 88 cities and more than 120 unincorporated areas, the County is proud of its vast multicultural populations who speak more than 220 languages. When it comes to employment, the County does its best to hire persons who will represent these various populations.

## CHILD SUPPORT SERVICES

Led by Director Terrie Hardy, the Child Support Services assists parents with their child support needs by helping parents engage in the financial support of their children. Our area of expertise is in the capacity of financial support, but we recognize that children need all types of support from their parents in order to grow up healthy, not just financial support. Our mission is to serve our customers, one family at a time, focusing on what is needed to ensure we are working toward the best outcomes for the children involved. To this end we look to partner with families and other entities that can help to meet all needs which will help the children. Understanding the complexities surrounding child support, we are here to help families navigate the system. Whether it is order establishment, order compliance, or order modification services we are here to assist with your child support needs.

## THE CHIEF DEPUTY DIRECTOR

If you are a strong leader who is great at building efficacy in individuals and teams, who is a visionary strategic thinker, and who is results oriented, then this is the position for you. The Chief Deputy Director provides executive decision-making authority and administrative responsibility in assisting the Director of Child Support Services in planning, evaluating and directing all day-to-day operations of the Department.

## QUALIFICATIONS

A Bachelor's degree in Business or Public Administration, Psychology, Sociology, or a closely related field -AND- Four years of progressively responsible experience in administration or management of child support enforcement programs in accordance with federal, State and local statutory and regulatory requirements. Experience may be in the administrative functions of the organization or the direction of line operations.

## THE TOP CANDIDATE WILL BE...

- A solid leader who builds individual and organizational efficacy through coaching, inspiring, and advising subordinate leaders in order to achieve individual and departmental goals and outcomes;
- A creative and resourceful leader who understands how to engage staff and develop talent;
- A self-directed problem-solver with high expectations for achieving quality work in service to the department's customers and the community at large through the implementation of innovative solutions;
- A strategic thinker who has demonstrated ability in developing tactics that support achieving the desired programmatic outcomes through evaluating the effectiveness of projects, programs, and procedures in achieving department success;
- A visionary leader who can understand how present-day decisions impact long-term desired outcomes of the organization and effectively works to mitigate derailing decision-making consequences;
- An advocate and champion of equity, diversity, and inclusion who promotes the values and optimizes opportunities to seek out ideas, opinions, and insights from all perspectives;
- An outcome focused manager who has demonstrated ability in building effective working relationships with diverse individuals and groups; fostering teamwork and creating an environment of trust and respect;
- An executive leader extensively experienced in the development and implementation of policy, procedures, and practices that support achieving successful outcomes in a complex program;
- A flexible leader with the ability to manage a variety of complex projects while charting a course of action that effectively and efficiently works to move the organization toward achieving its outcomes and objectives;
- A dependable leader with thorough knowledge of the governing authorities which direct the delivery of the child support program and ability to effectively analyze, interpret, and understand impacts to department operations;
- An effective communicator using both written and oral methods;
- A holder of a Master's degree or higher in Business or Public Administration, Psychology, Sociology, or a closely related field.

