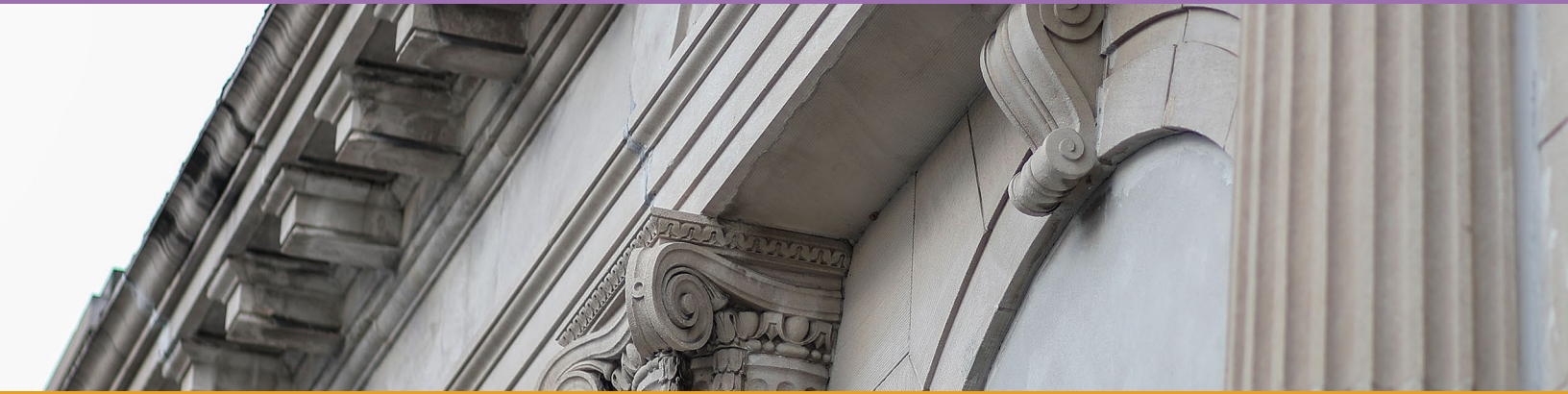


Los Angeles County EXECUTIVE CAREER OPPORTUNITY

Chief Deputy Director

Justice, Care, and Opportunities Department



LOS ANGELES COUNTY
**JUSTICE
CARE AND
OPPORTUNITIES**
DEPARTMENT

Los Angeles County
DEPARTMENT OF
Human Resources



Applications accepted from September 14, 2023 until position is filled.



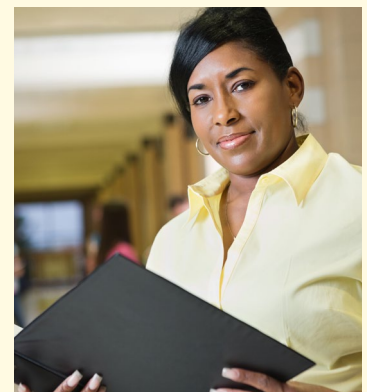
The County of Los Angeles

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 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 billion for the fiscal year 2023-2024. 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 arts, media, and entertainment for the world—unlike anywhere else.

Care First, Jails Last

Each night, more than 13,000 people are confined in the County jail system. Another 10,000 people are detained in police lockups and 400 youth are housed in juvenile facilities. Annually, 100,000 individuals reenter the community from incarceration or participate in probation or parole programs. The physical and mental health, safety, and monetary costs for every individual entangled in the carceral system, as well as their family members and communities, and to all County residents is massive and unsustainable.

The Los Angeles County Board of Supervisors has declared its intent to end the decades-long “jails first” approach to criminal justice. The Board has institutionalized this work in important ways, including establishing the Office of Diversion and Reentry in 2015, which focused on diverting people out of the justice system and into treatment and care, and by launching **Alternatives to Incarceration** in 2020 and the **Care First, Jails Last** initiative and **Jail Closure Implementation Team** in 2021. Each of these initiatives was designed to reduce the County’s reliance on carceral systems, depopulate the jails, and provide community-based prevention, support, and diversion.



LOS ANGELES COUNTY

JUSTICE CARE AND OPPORTUNITIES

DEPARTMENT



The Department

On March 1, 2022, the Board of Supervisors created the new **Los Angeles County Justice, Care, and Opportunities Department** (JCOD) as a key milestone in its ongoing commitment to justice reform and the **Care First, Jails Last** vision. JCOD coordinates services and interventions for justice-impacted populations before and at each potential intercept with justice systems. Services are evidence-based, client-centered, and informed by the experiences of people with justice involvement. JCOD works with a dynamic mix of community advocates, service providers, County departments, and other stakeholders to invest in community support and crisis intervention; innovate and support alternative paths during law enforcement contact through court adjudication; as well as



provide holistic reentry, release, and community supports to reverse the County's dependence and over-reliance on incarceration.



The Opportunity

The Chief Deputy Director, working closely with the Director, has responsibility for guiding the departmental mission, vision, policy, and strategy as well as managing the internal operations of the Justice, Care and Opportunities Department (JCOD) to ensure the department leads collaborative system improvement efforts focused on prevention, diversion, and reentry to achieve community safety, wellbeing, and equitable justice.

Ideal Candidate

The ideal candidate for the Chief Deputy Director of JCOD has extensive demonstrated success as an operations executive within a complex organization. The candidate must have experience building on existing and successful portfolios of work and helping to establish the departmental culture and an enhanced organizational infrastructure positioned to co-lead a comprehensive strategy that cultivates a person-centered, coordinated continuum of care for vulnerable justice-impacted individuals and their communities. The ideal candidate will have demonstrated experience leveraging data and an equity lens to develop policies and programs that serve and uplift persons and communities that have historically been underserved. The ideal candidate will have experience managing administrative and



fiscal operations for a large complex organization and have extensive knowledge about budget management, staffing models and restructuring.

Qualifications

A Bachelor's degree in Public Administration, Public Policy, Business Administration, Law, or a closely related field -AND- Five years of experience managing complex and diverse organizations, government projects, or programs in fields such as Public Administration, Social Services, legal counsel, community development, and Strategic Planning.



Desirables

- *An advanced degree in Law, Public Administration, Public Policy, Business Administration, or a closely related field.*
- *Demonstrated experience managing a large complex public organization, such as directing programmatic leads, communications, public affairs, information technology, data management and analysis, budget, personnel, fiscal, supply and other communications, line functions, and administrative functions of an organization.*
- *Experience in oversight of multimillion-dollar budgets and the direction of management of multiple contracts to maximize resources and create operational efficiencies.*
- *Extensive knowledge of the criminal justice system, health and social service systems, and/or government systems in LA County or an agency of similar complexity and scope.*
- *Knowledge of federal, state, and local statutes, ordinances, regulations, and funding sources relating to the justice system.*
- *Demonstrated strong written and oral communication and interpersonal skills.*
- *Ability to build relationships and work effectively with elected officials and their staff; agency staff; law enforcement; justice, health, and social services partners; other County departments; members of the judiciary; and the community.*
- *A proven track record of effective leadership during organizational changes.*
- *Extensive experience in practicing law, specializing in providing legal counsel to county, city, or other governmental agencies and/or extensive experience as a litigator in the Criminal Justice system.*





Compensation

Annual Salary: \$165,374 – \$257,190

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 R15.

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.



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How to Apply

Please go to bit.ly/3PgB4mt to create a profile and submit your letter of interest and resume.

For confidential inquiries, please contact:

Alice Ting
Executive Recruiter
Department of Human Resources
ATing@hr.lacounty.gov

