



The County of Ventura Invites
Applications for

DIRECTOR - HUMAN SERVICES AGENCY

Annual Base Salary Up
To \$280,625.68

**Eligible for up to a 5%
educational incentive*



WHAT WE OFFER

The County of Ventura offers an attractive compensation and benefits package. The salary range for this position is \$200,427.26 - \$280,625.68 Annually. The employee appointed to this position will also be eligible for the following:

Auto Allowance - \$575 per month

Educational Incentive - An educational incentive for completion of 2.5% for an associate degree, 3.5% for a bachelor's degree, OR 5% for a graduate degree.

Bilingual Incentive - Eligibility based upon operational needs and certification skills.

Executive Annual Leave - 248 hours per year, 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service. Credit for prior public service may be considered.

Annual Leave Redemption - Redeem up to 100 hours of Annual Leave per year accrued in the same year after using 80 hours within the prior 12 months.

Deferred Compensation - Participation in 401(k) Shared Savings Plan and/or the Section 457 Plan with up to a 3% match on your 401(k) contributions. Annually in the third pay period of each year, employees eligible under Sec.1907 of the Management Resolution will receive two percent (2%) of their annualized compensation as a contribution towards their 401(k) account.

Health Insurance Plans - Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to \$25,558 annually.

Flexible Spending Accounts - Increase your spending power by reimbursement with pre-taxed dollars for IRS-approved dependent care and health care expenses.

Pension Plan - Both the County and employees contribute to the County's Retirement Plan and to Social Security. If eligible, reciprocity may be established with other public retirement systems, such as PERS.

Holidays - 12 paid days per year including one annual floating holiday.

Additional Benefits - County-paid membership in professional organizations related to position, Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, and Wellness Program.

HUMAN SERVICES AGENCY OVERVIEW

One of the County of Ventura's largest agencies, the Human Services Agency provides public services that promote self-sufficiency, health, and well-being for more than one of every four County residents. Human Services Agency programs ensure the protection of children, 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. The Human Services Agency also helps youth and adults secure employment through education, training, job search skills, and job placement.

The Human Services Agency employs over 1,500 employees with an annual operating budget of \$360 million. The Agency strives to maximize funding, grants and other resources to deliver excellent service to the public in collaboration with community partners. In the design and delivery of services provided by the Human Services Agency, the County prioritizes the needs, interests, and diversity of individuals, families, and communities to ensure that policies, programs, and actions communicate respect for the dignity of all people within our multicultural environment.

The Human Services Agency fulfills the County's Strategic Plan to ensure that at-risk groups such as children, older adults, veterans and individuals with disabilities receive the best treatment and services to achieve the greatest success.



MISSION

Support, hope, and opportunity for improved well-being in every community.

VISION

Thriving communities with opportunities for better futures.

VALUES

Respect for community voice, collaboration, equity, healing-centered practices, and continuous improvement.

THE POSITION

Are you an experienced government executive with a passion for creating transformational change? Do you thrive on serving and advocating for the most vulnerable and disadvantaged members of your community? If so, an extraordinary opportunity awaits you in Ventura County.

We are seeking a visionary leader to take the helm of one of the County's most vital agencies—someone with the heart, expertise, and inclusive leadership to make a meaningful difference. You will be entrusted with guiding a team of five (5) dynamic Deputy Directors in the oversight and administration of human services programs, while championing equity, respect, and healing-centered practices across a diverse and evolving community landscape.

As the leader of this agency, you will work alongside a highly capable, innovative, and collaborative leadership team that values creativity, emotional intelligence, and critical thinking. Your empowering leadership style will foster trust and inspire every level of the workforce to rise to their full potential. Together, you'll build upon a strong workplace culture rooted in the agency's core values:

- **Respect for Community Voice**
- **Collaborative and Integrated Services**
- **Employee Engagement**
- **Equitable Services, Policies, and Practices**
- **Healing-Centered Best Practices**
- **Continuous Learning and Improvement**



The partnerships you'll inherit are just as remarkable. Over the years, Ventura County has cultivated trusted, cross-sector relationships with public agencies, private businesses, nonprofits, educational institutions, and philanthropic organizations. You'll be a key player in fostering these partnerships, ensuring shared visions of equity and accountability thrive. Together, you will:

- Build a **System of Wellness for Children, Youth, and Families**
- Oversee an **Integrated System of Care/Community Information Exchange** between health care and social service providers
- Serve as Commissioner of the **Managed Health Care Plan**, advocating for quality care for Medi-Cal beneficiaries
- Collaborate with the **Community Health Center Board**, focusing on financial health, regulatory compliance, and program effectiveness

Your role extends beyond administration. During times of disaster, you'll step into Incident Command, supporting mass care, sheltering, and community recovery efforts. Resilience is at the heart of what we do, and your leadership will ensure Ventura County emerges stronger from every challenge. This is an opportunity to lead with purpose, leaving a lasting legacy of positive impact for generations to come. If you are a strategic, inclusive, and transformational leader ready to elevate Ventura County's commitment to its most vulnerable residents, we invite you to take the next step and join a mission-driven team that's changing lives.

THE SUCCESSFUL CANDIDATE

Enlists community interest in and support of Human Services Agency objectives to the public; represents the County's interest before legislative bodies and committees on human services matters.

The ideal candidate will have:

- Extensive experience leading and administering a dynamic professional team in a large and complex organization.
- Exceptional analytical skills, including the use of data-driven methodology and financial strategy to best navigate complex, changing landscapes.
- Impressive interpersonal and communication skills, including presenting information to executive leadership for decision-making.
- Exemplary leadership skills required to develop, coach, empower, motivate, and manage staff.
- A strong and enduring commitment to continuous improvement through business process re-engineering, implementation of new technology, organizational change management, and adherence to best practices.

This classification is exempt from Civil Service.

TENTATIVE SCHEDULE

OPENING DATE: January 22, 2025

CLOSING DATE: Continuous and may close at any time; therefore, the schedule for the remainder of the process will depend upon when we receive a sufficient number of qualified applications to meet business needs.

FIRST REVIEW: February 12, 2025

TENTATIVE PRELIMINARY INTERVIEWS: On or after February 24, 2025

TENTATIVE SELECTION INTERVIEWS: Week of February 24, 2025

ANTICIPATED START DATE: on March 31, 2025



TYPICAL DUTIES

Duties may include, but are not limited to, the following:

- Establishes and operationalizes goals and objectives for the Human Services Agency consistent with overall County strategic priorities,
- Establishes and manages appropriate administrative policies, services, structures; controls, and reporting systems for the effective and efficient delivery of social services to the citizens of Ventura County,
- Presents written and oral testimony on behalf of the Board of Supervisors to state and federal legislative bodies on subjects relevant to the Human Services Agency,
- Represents the County of Ventura on the Board of Directors of the California Welfare Directors Association,
- Works with representatives of the U.S. Health and Human Services Agency, Department of Agriculture, as well as representatives of the state Departments of Social Services, Employment Development, Education, Aging, and Health,
- Supervises and coordinates department and division heads' activities and provides them with needed administrative support and services,
- Coordinates agency activities with other agencies and community organizations,
- Directs preparation and administration of the Agency budget, and
- Performs other related duties as required.



TYPICAL QUALIFICATIONS

EDUCATION, TRAINING, and EXPERIENCE

These are entrance requirements to the recruitment process and do not assure continuance in the process:

- Progressively responsible experience directly involved in services of a public welfare agency with at least five (5) years in high level administration or management of those services in a large complex organization.
- Candidates with a master's degree from an accredited college or university in Public or Business Administration or a closely related field and experience with Six Sigma Green Belt accreditation are preferred.

RECRUITMENT PROCESS

To apply for this exciting leadership position

Please send a resume and cover letter which illustrates your professional public sector human services experience. Include details related to your experience:

- Managing programs such as CalFresh, Calworks, Adult Protective Services, Child Welfare, General Relief, Homeless Services, In-home Supportive Services, Medi-Cal Public Administrator, and/or Veteran Services.
- Collaborating with diverse levels of an organization and developing professional relationships with external stakeholders.
- Experience working with executives and elected officials and making presentations to a broad scope of stakeholder groups.
- Accomplishments that reflect the necessary leadership and collaboration to take the organization to an enhanced level of efficiency and service.
- Developing and mentoring future leaders.

Please submit one of the following ways:

- Submit an online application at www.ventura.org/jobs and attach your current resume, cover letter and any additional materials for consideration.
- Email your current resume and cover letter to: lorin.calderon@ventura.org

This is a continuous recruitment and may close at any time; therefore, apply as soon as possible if you are interested in it. Please refer to the Tentative Schedule for additional information related to the timeline of this opportunity. After February 12, 2025, resumes will be reviewed weekly to determine if the stated requirements are met. All relevant work experience, training, and education needs to be included to determine eligibility. Submissions that contain insufficient information may not advance in the process.

Following a structured evaluation of the resumes, the most qualified candidates will be invited to a panel interview. The top candidates, as determined by the panel, will then be invited to a second interview with County executive management. The interviews may be consolidated into one process or expanded into multiple interviews contingent upon the size of the candidate pool.

Background Investigation

The selected candidate may be subjected to a thorough background investigation which may include inquiry into past employment, education, criminal background information, and driving record. In addition, the successful candidate may be subjected to Live Scan fingerprinting.

Equal Employment Opportunity

The County of Ventura is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

For further information about this recruitment, please contact Lorin Calderon at lorin.calderon@ventura.org or (805) 654-2959.

