



COMPENSATION & BENEFITS

The appointee will receive an annual salary, commensurate with qualifications and earning history, as well as an excellent program of benefits. The package includes:

- ◆ Annual salary range of \$199,842—\$302,477.
- ◆ Retirement Plan – New appointees will participate in a contributory defined benefit plan.
- ◆ Cafeteria Benefit Plan – Using the MegaFlex Benefits Plan, benefits are purchased with a tax-free County contribution of an additional 19% of the employee’s monthly salary. Any portion of the contribution not used to purchase benefits is paid to the employee as taxable income. Benefits available include medical, dental, disability, life, and AD&D insurance.
- ◆ Flexible Spending Accounts – In addition to tax-free medical and dependent care spending accounts, the County contributes \$75 per month to an employee’s 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.
- ◆ Holidays – 12 paid days each year.
- ◆ Transportation allowance.
- ◆ The County offers generous relocation reimbursements pending Board approval.

HOW TO APPLY

This unclassified position will be open from April 11, 2017, until filled. Qualified candidates are encouraged to apply by May 12, 2017, for first consideration.

Please go to: <http://bit.ly/2oj7nXg> to create an online profile and submit your application, cover letter, résumé, record of accomplishments, degree verification, salary verification, and three professional references (references will not be contacted until after interviews are conducted).

For confidential inquiries, please contact:

Karine Shirinian
 Department of Human Resources
 Talent Acquisition Division
 (213) 974-1528
kshirinian@hr.lacounty.gov



**Now Accepting Applications
 for
 Director, Children and Family Services**



To Enrich Lives Through Effective & Caring Service



THE COUNTY

The County of Los Angeles, listed in *Forbes Magazine* as one of America's Best Employers for 2015, 2016, and 2017, is the largest employer in Southern California with more than 108,000 employees in over 35 departments. The County provides vital, wide-ranging services to a diverse population of 10 million residents.

THE DEPARTMENT OF CHILDREN AND FAMILY SERVICES

As the largest child welfare administration in the country, the Department of Children and Family Services (DCFS) is perhaps the most critical department in Los Angeles County. The five County Supervisors, who comprise the executive and legislative authorities in the County, are committed to supporting the goals of DCFS and its staff.

DCFS is responsible for ensuring that safe and nurturing homes and robust services are provided to all of the children under its supervision. Children and youth in need of protective services must receive individualized care, treatment and guidance in accordance with their needs. There are approximately 35,000 children in the Los Angeles DCFS system, of which 18,000 are in out-of-home care, and 17,000 are home with their parents.

DCFS operates under six goals, including: (1) improved child safety; (2) decreased timelines to permanence; (3) reduced reliance on out-of-home care and supporting families toward reunification; (4) self-sufficiency; (5) increased child and family well-being; and (6) enhanced organizational excellence.

DCFS has an annual operating budget of \$2.2 billion, fields more than 200,000 child abuse and neglect reports annually, and employs nearly 9,000 staff. The Director of DCFS will oversee this complex system of care while also creating an internal culture of supporting leadership, social workers, and administrative staff.

The guiding principle of DCFS is child safety. The goal of DCFS is to keep families together when possible, and if not possible, to support reunification when feasible or to place children with relatives or loving foster families. Regardless of placement, DCFS is tasked with providing rich and tailored services so that all involved in the child welfare system can thrive and are given the opportunity to reach their highest potential. DCFS draws on the significant County resources, as well as the resources of local communities, schools, faith-based organizations, service providers and advocates. The Director must be committed to the philosophy of DCFS, be willing to think creatively and be prepared to institute organizational improvements based on best practices. The Board of Supervisors is strongly committed to these principles.

KEY QUALIFICATIONS

- ◆ Demonstrated ability to lead a department according to state statute, preferably with experience in maximizing child safety and promoting family preservation and reunification.
- ◆ Demonstrated ability to expertly manage and operate a multi-billion dollar budget.
- ◆ Demonstrated ability to develop and maintain a supportive and mission-driven culture throughout a large employee department, while utilizing best practices.
- ◆ Experience commensurate with engaging and collaborating with government structures such as the Board of Supervisors, Office of Child Protection (OCP), related County departments, Dependency Court representatives, contractors, providers, and community stakeholders to improve outcomes for children under the Department's care.
- ◆ A Bachelor's degree from an accredited college or university. Advanced degree preferred.



THE IDEAL CANDIDATE

The ideal candidate will report to and collaborate with the Board of Supervisors about complex initiatives, and have experience in:

- ◆ Identifying opportunities to support children and resource families through multi-disciplinary approaches, access to child care, emergency subsidies, and social program linkages to treat the whole child.
- ◆ Developing a strong and transparent relationship with the media.
- ◆ Establishing and managing a diverse workforce of professionals serving multi-cultural populations, including individuals with disabilities.
- ◆ Utilizing trauma-informed care guidelines, principles, and best practices.
- ◆ Implementing prevention initiatives and evidence-based programs.
- ◆ Maintaining and improving morale, accountability and technical competencies among all levels of staff, offering open lines of communication, supportive leadership, and employee engagement.
- ◆ Utilizing metrics to make data-driven decisions and report on key operational indicators regarding child program outcomes.
- ◆ Managing and directing a multi-billion dollar budget and operations, staff recruitment and development, employee relations, compensation, asset management, strategic integration, media and union relations, risk management, and strategic planning.

PREFERRED EXPERIENCE

- ◆ A dynamic and accomplished leader with a diverse background in child welfare, community service or social service and more than 10 years of organizational management experience in the health or human services sector.
- ◆ Proven expertise in managing a complex organization and proficiency in adapting to changes and new trends.
- ◆ Deep commitment to the principle that community leaders and their constituents are partners, whose views and priorities are to be solicited and respected.
- ◆ Ability to achieve safety and permanency for children through utilization of progressive family reunification and adoption practices.
- ◆ Commitment to building strong neighborhoods, community-based providers, and resources to support children and families.
- ◆ Solid track record of effective management of a large, public or non-profit organization and sufficient understanding of contracts, contract implementation and policy-making process.