



DIRECTOR

Child And Family Well-Being

Health And Human Services Agency

Anticipated Hiring Salary Range: \$230,000 - \$250,000 Annually

Excellent Benefits Package



SanDiegoCounty.gov



The Position

The **Director, Child and Family Well-Being (CFWB)** is an executive management classification that is responsible for the management of the administrative and operational activities of the department within the Health and Human Services Agency (HHSA).

Under the administrative direction of the Deputy Chief Administration Officer, this position will lead the planning and operations of the CFWB department, including formulating and administering Countywide policy. The Director, CFWB will also work closely with County of San Diego's elected leadership and top management in setting and carrying out the County's vision, mission, and objectives for the department to ensure the delivery of culturally competent, family-centered, and child focused protective services.

Key Responsibilities

- Directs, plans, organizes, and coordinates the overall activities for the department.
- Advises, evaluates, and makes recommendations on legislative and policy and program development related to department matters.
- Presents reports, recommendations, and information to the HHSA Executive team and other citizen/community groups.
- Develops annual departmental budget and monitors revenue and expenditure transactions.
- Works closely with the County's senior leadership and HHSA executives in supporting the County's Live Well San Diego vision and priorities laid out by the Board of Supervisors.
- Provides oversight of the administrative functions of the department including legislative analysis, policy development, contracts, fiscal, and workforce development.
- Acts as a liaison with other public and private agencies, and coordinates activities with County departments as well as federal, State and local governments.
- Provides leadership within a large matrix organizational setting, working with subordinate managers to develop and retain highly competent, service-oriented staff through selection, training, and day-to-day management practices.

**Delivering culturally competent,
family-centered and child-focused
prevention and protective services**

Child and Family Well-Being Department



Ideal Candidate

The ideal candidate for this position will have executive-level leadership and decision-making skills, as well as organizational and political acumen in order to advise and provide direction for Child and Family Well-Being. The ideal candidate will also possess a professional history that demonstrates the following leadership competencies and attributes:

- Senior/Executive management level experience interpreting and implementing laws, rules, regulations, policies, and procedures pertaining to the operation and provisions of First 5, child care, and child welfare programs.
- Experience managing administrative components of an organization such as budget, contracts, and staffing.
- Familiarity working with community groups, advisory boards, and State government officials on issues relating to child welfare.
- Expertise in interpreting and implementing State and Federal social services/child welfare legislation and regulations.
- Vast knowledge in comprehending the needs of diverse client populations to include the elderly, persons with disabilities, veterans, adults, children, youth, and families to ensure equity across communities.
- You are a problem solver, team builder, strategic thinker, and politically astute, with exceptional organizational acumen.
- Experience in managing administrative and operational functions working for a public sector program or programs of similar size and complexity.
- Expertise in strategic planning, project management, workforce development, policy development, and outcome-based performance management.

Minimum Qualifications

- Five years of management-level experience that demonstrates the ability to perform the essential functions of the classification. Experience must include at least one year of supervision AND
- A bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency.

Note: A master's or doctoral degree from an accredited U. S. college or university, or a certified foreign studies equivalency, may substitute for up to one year of the required experience and cannot be applied to the required one year of supervision.





Salary

The anticipated hiring range is \$230,000 - \$250,000 annually. Annual salary reviews are performance-based and goal-oriented.

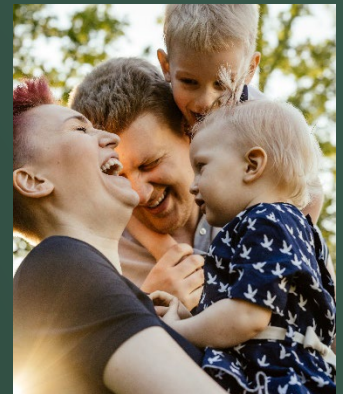
Benefits

- 15 days of paid vacation, 14 paid holidays, 13 days of paid sick leave, 10 days of paid executive time off and a total of 3 days of paid emergency child and/or older adult care leave per year
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental
- Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; please visit www.sdccera.org for more information
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$20,000

Health & Human Services Agency

The Health and Human Services Agency is an integrated agency with a robust service network that contributes to a region that is Building Better Health, Living Safely, and Thriving. Its many programs are designed to help all 3.3 million San Diego County residents live well. Health, housing, and social services are developed by eight service departments to provide vital resources and care and are generally deployed through six regions.

The County of San Diego's Framework for our Future provides direction for County operations at every level to advance racial justice, health equity, economic opportunity, environmental protection, and government transparency to create a region where all residents can achieve the Live Well San Diego vision for a healthy, safe, and thriving communities.

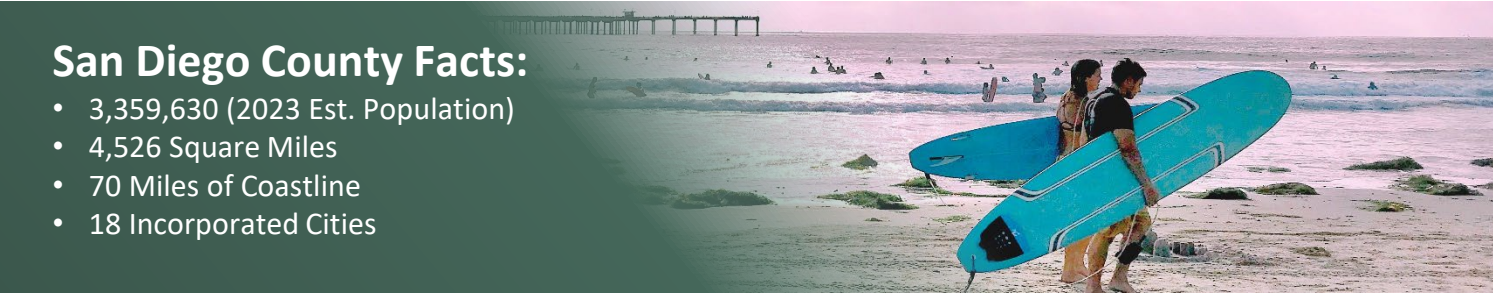




Work Where You Play!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp Quarter.

Heading east you will eventually find mountains, that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.

A photograph of a beach scene at dusk. Two people are walking along the shore, carrying large, bright blue surfboards. The ocean is calm with a few surfers visible in the distance. A pier extends into the water on the left side of the frame.

San Diego County Facts:

- 3,359,630 (2023 Est. Population)
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities

A panoramic view of the San Diego skyline from across the water. The city's buildings are reflected in the blue water, and mountains are visible in the background under a clear sky.

San Diego Weather Averages:

- Average Temperature: 72°f
- High Temperature: 73°f
- Low Temperature: 58°f
- Average Rainfall: 10.4 Inches



The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](#) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.



How To Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr select Current Job Postings, Job Number 24227210U.
2. Attach your résumé and cover letter.
3. Attach a copy of your college degree, final transcripts or foreign studies equivalency certificate (if education was obtained outside of the U.S.)

Key Dates

Resume Review: Week of November 13th

Interviews: Week of December 2nd

Community Panel Interviews: Week of December 16th

Expected Start Date: Month of January

Special Notes

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire.

Contact Information

You may direct any questions regarding the application and selection process to Veronica Gibson, Senior Executive Recruiter at Veronica.Gibson@sdcounty.ca.gov.

Questions regarding the position or department should be directed to Beverly Connolly, Group Human Resources Director for the Health and Human Services Agency at Beverly.Connolly@sdcounty.ca.gov.

