

Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$161,304 - \$220,296. The County has adopted a seven-step salary schedule with step advances every two years. Generally, appointments are made between step levels 1 through 3 based on the successful candidate's qualifications and experience. The excellent benefits package includes:

- ◆ Retirement: CalPERS, 2% @ 55 for classic members (employee pays 7% of member share) or 2% @ 62 for new members (employee pays 6.25% of member share). The County also participates in Social Security.
- ◆ Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years.
- ◆ Holidays: 10 paid holidays per year plus 1 floating holiday. Christmas Eve when December 24 falls on a Monday-Thursday.
- ◆ Health Insurance: Cafeteria-style benefits plan offers a variety of pre and post-tax options including medical, dental and vision insurance for employees and dependents.
- ◆ Health Flexible Spending Accounts: May contribute up to \$2,700 annually to a flexible spending account and up to \$5,000 annually to a dependent care assistance program.
- ◆ Life Insurance: \$50,000 Term Life Insurance Policy is provided.
- ◆ Management Allowance: \$54.17 per month.
- ◆ Automobile Allowance: \$375 stipend per month.
- ◆ Professional Leave: 10 days per year, non-accrual.
- ◆ Deferred Comp: Voluntary program available.
- ◆ Employee Physical Exam: Eligible to receive annual physical exam at Natividad Medical Center (NMC).
- ◆ Professorial Development Stipend \$400.00 per calendar year.



Equal Opportunity

Monterey County is an equal opportunity employer and a drug-free workplace. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity. Monterey County provides reasonable accommodations for the disabled. If candidates require special arrangements to participate in the selection process, they should state their needs in writing when submitting an application package.

The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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This final filing period for this recruitment is March 22, 2019.

Avery Associates is expecting to conduct preliminary interviews with qualified applicants in the early – mid March timeframe. It is anticipated that recommended candidates will interview with Monterey County in early April 2019. Candidate must successfully pass and complete a thorough background check that includes fingerprinting.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at paulk@averyassoc.net or Sam Avery at 408.399.4424 or by email at [samuela@averyassoc.net](mailto:samuella@averyassoc.net).



The County of Monterey

*invites your interest
for the position of*

**Director of
Social
Services**

The County of Monterey

Monterey County encompasses some of California's most stunning scenery and offers an ideal year-round Mediterranean climate. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 400,000 residents and the numerous tourists who visit the area year-round. Monterey County boasts world-renowned attractions such as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row and the Steinbeck Center. It's also home to Laguna Seca Raceway and many world-famous golf courses including Pebble Beach, Spanish Bay, and Poppy Hills. The County hosts annual events including the Monterey Jazz Festival, Red Bull U.S. Grand Prix, Sea Otter Classic, Concourse D'Elegance, and the California Rodeo.



Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California's 58 counties and has an economy largely based on agriculture and tourism. The Salinas Valley, known as the "salad bowl of the nation", is abundant with lush produce fields and thriving vineyards. There are several major educational institutions including California State University, Monterey Bay, Middlebury Institute of International Studies at Monterey, the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas.

County Government and the Department of Social Services

Monterey County has over 5,200 employees with an all funds operating budget of approximately \$1.4 billion. Monterey is a general law county and the governing body is the Board of Supervisors, which is comprised of an elected representative from each of the five voting districts within the County. The Board is elected to alternating four-year terms with elections conducted in even numbered years. The Board appoints the County Administrative Officer (CAO), who oversees County operations. County operations include 23 departments or agencies and have five elected department heads including: Assessor/Recorder-County Clerk, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector.

The Department of Social Services (DSS) is committed to promoting the social and economic self-reliance of individuals and families through personal responsibility and self-sufficiency. The Department administers over 70 programs. It is estimated that the comprehensive programs of the DSS serve over 60,000 County residents.



The Department of Social Services has a staff of approximately 875 employees, who are located within three district offices and several other facilities throughout the County. The organizational structure is focused on the functional areas of: Community Benefits, Family and Children Services Benefits, CalWorks Employment Services, Aging and Adult Services plus Military Veterans Affairs Office. The Department's annual operating budget is \$270,585,243 million.

The Social Services organization is continuing to meet the expanding needs of the Monterey County community. These ongoing efforts require innovative and creative solutions through the introduction of new and expanded service delivery models for the County. A key policy and service focus for the director relates to the growing issue

of homelessness throughout the County. This effort requires ongoing coordination with various County departments and with local municipalities in efforts to address and impact this major social concern. An additional priority is the continual focus on providing the growing need for services while enhancing customer service. Within an environment of constrained financial and staffing resources, the desire is to provide responsive and comprehensive services to the community and to internal staff and other County employees.

The Position and Ideal Candidate

The Director of Social Services is an at-will position. The CAO, with the concurrence of the Board of Supervisors is the appointing authority for the Director of Social Services. The incumbent is responsible for directing all aspects of the social services organization including: planning and directing the Agency operations; developing and administrating the annual budget; providing recommendations, proposals, program requirements and general informational updates to the CAO and Board of Supervisors; and representing the County to various state and county entities regarding social service programs.

The new Director will be a highly visible and confident leader who will establish instant credibility as an authority on social services requirements and activities in California. The ideal candidate will have excellent budget, financial, and administrative strengths combined with a solid knowledge of the various federal and state funding resources and programs related to social services. This leader must have core values of integrity with a personal commitment to a position of public trust. Key attributes for this position include being a progressive visionary centered on outcomes, both measurable and meaningful, with the practical ability to solve complex organizational and operational challenges. The ideal candidate will be expected to have excellent presentation and public speaking skills to communicate effectively throughout the department, the County and with the Board of Supervisors and key community stakeholders like the Area Agency on Aging, First 5, and the Veteran's Administration. The desired leader will be a passionate and dedicated public servant with a belief and commitment to support those in need, combined with excellent interpersonal skills and an astute political awareness.



Qualifications

Examples of qualifying education and/or equivalent experience include the completion of all coursework leading to a Bachelor's degree in the field of Public or Business Administration, Social Welfare, Health Administration, Public Policy or a closely related field; or a graduate degree in Health Administration, Public Administration, or related field plus six (6) years of progressive managerial experience. This experience will include at least two years of which involved directing, planning, organizing and coordinating social service programs or equivalent senior-level management experience in a large, public agency.

The selected candidate will have a background that includes a combination of experience, education, and or training which substantially demonstrates:

- ◆ Principles and practices of social welfare and integrated social services policy and administration, including current trends in service delivery planning, legislation impacts, management and program evaluation.
- ◆ Practices in executive leadership, including the field of human resource management and or organizational management to direct a large and diversified multidisciplinary workforce through subordinate managers and supervisors.
- ◆ Principles of financial administration, including public budgeting and funding sources related to County, state and federal legislative processes applicable to social service issues.
- ◆ County, state and federal legislative processes and legislative development applicable to the design and delivery of contemporary social service issues.