The County of Sacramento reserves the right to select any combination of experience, education and career history that will uphold the ideals and values of this organization and continue to provide the highest level of service to our citizens and Sacramento County.

Compensation and Benefits
The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is $190,332 - $209,928 annually, which is dependent on qualifications and includes a 3.35% management incentive. The attractive benefits program includes:

- **Retirement:** The County’s Retirement plan is provided by the County Retirement Act of 1937 and is managed by the Sacramento County Employees’ Retirement System (SCERS) Board of Retirement.
- **Auto Allowance:** $450 per month.
- **Medical Insurance:** Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Deferred Compensation:** A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the 457(b) Deferred Compensation Plan up to 1% of the monthly gross salary into a 401(a) plan as long as the contributions to the 457(b) are at least 1% of gross salary continuously throughout the year.
- **Life Insurance:** $50,000 in life insurance coverage for the employee and $2,000 for all eligible dependents. Employees have the option to purchase up to $600,000 in additional life insurance coverage.
- **Holidays:** 13.5 paid holidays per year.
- **Vacation:** Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave:** 15 days per year.
- **Flexible Spending Accounts:** Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits:** The County contributes $25.00 per pay period into a Retiree Health Savings Plan.

The Selection Process
Interested candidates may apply by sending their resume, a compelling cover letter, and six professional references to Ralph Andersen & Associates via apply@ralphandersen.com. Candidates are requested to submit materials prior to Monday, May 21, 2018. Ralph Andersen & Associates will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited for an on-site interview. The selection process may also involve a professional panel and a supplemental questionnaire. References will not be contacted until mutual interest has been established. It is anticipated that the newly selected Deputy County Executive - Social Services, will join the County of Sacramento in early July 2018 or at a mutually agreeable date. Confidential inquiries are welcomed to Robert Burg at (916) 630-4900.

Sacramento County

**DIRECTOR OF CHILD, FAMILY, AND ADULT SERVICES**

The County is looking for a self-driven and enthusiastic leader with solid experience as the Director of Child, Family, and Adult Services. Ideal candidates are experienced managers who hold staff accountable while promoting teamwork and cultivating an environment of mutual respect. The Director must be personable and approachable and work well with individuals at all levels of the organization.

The Director of Child, Family, and Adult Services will be a self-directed and results-oriented leader who is highly skilled at building effective professional relationships. Successful candidates will exemplify tremendous personal integrity and dedication to public service in addition to having exceptional interpersonal and communication skills. Highly qualified candidates will have substantial experience with high-level management responsibility formulating and implementing comprehensive operational child welfare and adult protective programs, functions, budgets, and administrative processes for a large governmental agency.

**Challenges and Opportunities**
Key challenges and opportunities facing the new Director of Child, Family, and Adult Services include:

- Implementation of the Child Welfare Continuum of Care Reform (AB 403);
- Addressing the disproportionality in child welfare and the foster care system; and
- Providing services to vulnerable adults who are homeless and/or isolated.

**Minimum Qualifications**

**Education:** A Bachelor’s degree from an accredited college or university in public administration, social work, health services, business administration, counseling, psychology, or a closely related field. A Master’s degree in any of the above related fields is highly desired.

**Experience:** This position requires two or more years of executive management experience directing public services organizations and/or candidates who have two or more years of experience with a Sacramento County Social Services Department.

**Compensation and Benefits**

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is $190,332 - $209,928 annually, which is dependent on qualifications and includes a 3.35% management incentive. The attractive benefits program includes:

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Sacramento County is recruiting nationally for a highly experienced, innovative, progressive, and collaborative Director of Child, Family, and Adult Services. This is an exciting opportunity to direct a well-run and successful Department. This senior executive position is directly responsible for approximately 1,188 full-time staff and will oversee a 2017-18 budget of $284 million. The successful candidate must enjoy working in a fast-paced organization and has a proven and verifiable track record in large, complex social services organizations.

The Community
Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents, and 7 incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova, and Sacramento. The population of Sacramento County’s unincorporated area is approximately 646,000.

Residents in Sacramento County have a variety of recreational, dining, and entertainment options to choose from. The County is home to more than 15,000 acres of parks, plus the 23-mile American River Parkway, where more than 5 million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating, and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extensive selection of local food, wines, and beers. Sacramento County is one of the most affordable home-buying metropolitan areas in the state and has a highly skilled workforce. The County is a leader in the 21st-century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology, and life sciences.

County Government
The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, and the Sacramento County Charter was approved by the electorate in 1972. In 1972, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented. In 2017, an amendment to the County Charter was implemented.

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The Department
The Department of Child, Family and Adult Services, as part of the Social Services Agency reporting to the Agency Administrator, provides services and programs to residents of unincorporated Sacramento County and the seven cities within its boundary. The primary mission of the department is to protect children, senior citizens, and vulnerable adults from neglect, abuse, and exploitation.

The Position
The Director of Child, Family and Adult Services is an at-will position appointed by, reporting to, and receiving overall guidance from the Deputy County Executive – Social Services. The Director of Child, Family, and Adult Services plans, organizes, evaluates, and directs the operations and activities of the Department of Child, Family, and Adult Services. This position functions as the appointing authority of the Department and is responsible for all divisions within the Department. The Director is responsible for advising and assisting the officials of the County agencies, departments, boards and commissions with respect to matters assigned to the department.

The Ideal Candidate
The County of Sacramento is seeking a dynamic individual with a broad background in child welfare and/or senior and adult services as well as extensive child welfare or senior/adult services experience with each of the following: program planning and implementation, budgeting, contract negotiation and monitoring, development of a comprehensive and collaborative service delivery system, and supervision and management of staff. Ideal candidates are hands-on, strategic managers who have proven leadership ability to effectively manage the service programs towards established goals.

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