The County of Santa Clara
Invites applications for

DIRECTOR, FAMILY AND CHILDREN SERVICES
An Executive Leadership Career Opportunity

THE POSITION
The Director, Family and Children’s Services is an executive management position under the general direction of the Director of the Social Services Agency. He/She plans, organizes and directs through subordinate managers the activities of the Department of Family and Children’s Services, which is within the Social Services Agency. Divisions within this Department include: Child Risk Assessment, Adoptions, Foster Home Licensing, Foster Care Eligibility, Family Preservation, the Children’s Shelter and Community-Based Services.
The Social Services Agency (SSA) of Santa Clara County is one of the largest public agencies in the County. SSA currently employs over 2,500 staff and has an annual operating budget over $600 million. SSA provides direct services through three operating departments: the Department of Family and Children’s Services, the Department of Aging and Adult Services, and the Department of Employment and Benefit Services; as well as the Agency Office. The Agency contracts with a wide range of community based agencies.

SSA has established a strong reputation as a progressive organization committed to promoting economic self-sufficiency, strengthening families, protecting children and frail adults, assisting the elderly and disabled in meeting their basic needs and collaborating with the community in developing and operating preventive and safety net services.

The mission of the Department of Family and Children’s Services (DFCS) is to protect children from abuse and neglect, promote their healthy development, and provide services to families in order to preserve and strengthen their ability to care for their children. The Department is responsible for prevention, intervention, advocacy, and public education related to the protection of children and their need for consistency in their care and nurturing.

To accomplish its mandated and non-mandated services and best social work practices and key initiatives, DFCS maintains strong working relationships with families and youths; various County cultural and ethnic communities; the juvenile dependency court; public and private agencies; service providers and professionals; placement resource families and organizations; law enforcement agencies; and various planning, stakeholder, business and philanthropic groups, and organizations. In addition, DFCS has worked to develop a strong youth and parent voice in development of policies and procedures, as well as partnering with caregivers.

Santa Clara County DFCS is known for its resiliency in the face of a dynamic environment. DFCS relies on a dedicated workforce committed to practice innovations that draw on the rich cultural diversity of the community. At the same time, poverty, unemployment and families disrupted by substance abuse, domestic violence and mental health issues indicate persistent risk factors for child abuse and neglect. Compounding these challenges is the disproportionate representation of children and youth of color involved in DFCS, as well as disparity in safety, permanency and well-being outcomes for these populations. To learn more about this department [CLICK HERE](#).

**TYPICAL MANAGEMENT RESPONSIBILITIES**

- Plans, organizes, manages, evaluates and directs the operations and staff of the Department of Family and Children’s Services.

- Provides administrative direction to managers in the formulation and implementation of Departmental objectives consistent with the overall goals of the Agency.

- Ensures the establishment of policies and procedures to meet legal requirements, County policies, goals, and the delivery of required service levels.

- Provides guidance and direction in order to improve the understanding by staff of program and administrative policies and procedures.

- Determines budgetary requirements and administers expenditures.

- Reviews organizational structure, issues and operational methods for maximum efficiency and effectiveness.

- Maintains close working relations with the community for the purpose of assessing program needs and the evaluation of the validity and effectiveness of the service programs offered by the Department.

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Or visit: [www.sccjobs.org/ExecRecruitment](http://www.sccjobs.org/ExecRecruitment)
KEY CHALLENGES AND OPPORTUNITIES

Examples of key challenges and opportunities facing the Director, Family and Children’s Services include:

- Recruiting and retaining professional staff.
- Improving and maintaining positive staff morale.
- Transitioning from group homes to foster care as mandated by Assembly Bill AB403.
- Addressing the issue of a disproportionate number of minorities in Child Welfare.
- Insufficient funding from the State for foster care payments.
- Strengthening engagement with Community Based Organizations (CBOs).
- Labor relations.
- Continuing to build relations with other County departments (e.g., Probation and Behavioral Health).
- Integration of best social work practices and key initiatives to ensure the best outcomes for children and families served by DCFS.

THE CANDIDATE (EDUCATION AND EXPERIENCE)

Requires considerable education and experience which directly demonstrates the ability to perform the management responsibilities listed above, and possession and application of the knowledge and abilities listed below.

The knowledge and abilities would typically be attained through education and experience equivalent to graduation from an accredited college or university with a degree in social work, public or business administration, or a directly related field (a graduate degree would be a plus); and a minimum of five years of experience in an administrative/managerial capacity directing the provision of client services in children’s service programs. Proven successful administrative experience is very important.
Santa Clara County, sometimes referred to as “Silicon Valley,” is unique because of its combination of geographic attractiveness and social diversity. With its numerous natural amenities and one of the highest standards of living in the country, it has long been considered one of the best areas in the United States to live and work.

The County’s population of 1.92 million is the largest in Northern California, one of the State’s most heterogeneous, rich in ethnic and cultural diversity, and enjoys access to all of the attractions of the San Francisco Bay Area. The elected Board of Supervisors establish policies to address issues that affect the day-to-day operation of County government and is responsible for an annual operating and capital improvement budget of more than $9 billion. It adopts ordinances that affect unincorporated communities and oversees the budget. The County operates under a “charter” form of government, which gives the County substantial responsibility and authority. Under this charter, the Board appoints a County Executive to administer County Government. Santa Clara County is the third largest employer in Silicon Valley with approximately 22,000 employees.

RESOURCES

Santa Clara County Website  www.sccgov.org
About Santa Clara County  www.sccgov.org/sites/scc/pages/about-the-county.aspx
San Jose Neighborhoods  www.sanjose.org/neighborhoods
Housing  www.sccaor.com/housing-stats/
Schools  http://publicschooldirectory.sccoe.org/
San Jose Convention and Visitors Bureau  www.sanjose.org/
Santa Clara County Parks  www.parkhere.org
It is anticipated that this recruitment will close Monday, April 6, 2020.

Thorough referencing and a background investigation will be conducted once mutual interest has been established. Prior authorization from the finalist will be obtained by Executive Services. This recruitment requires the submission of an online application. Click Here to apply. Or visit www.sccjobs.org/ExecRecruitment

The filing period may be extended further or closed as early as 10 days from the issue date if necessary. Please monitor our website for updated closing information.