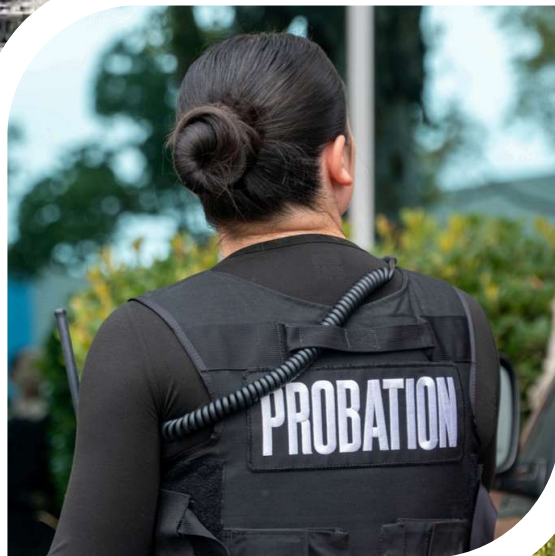
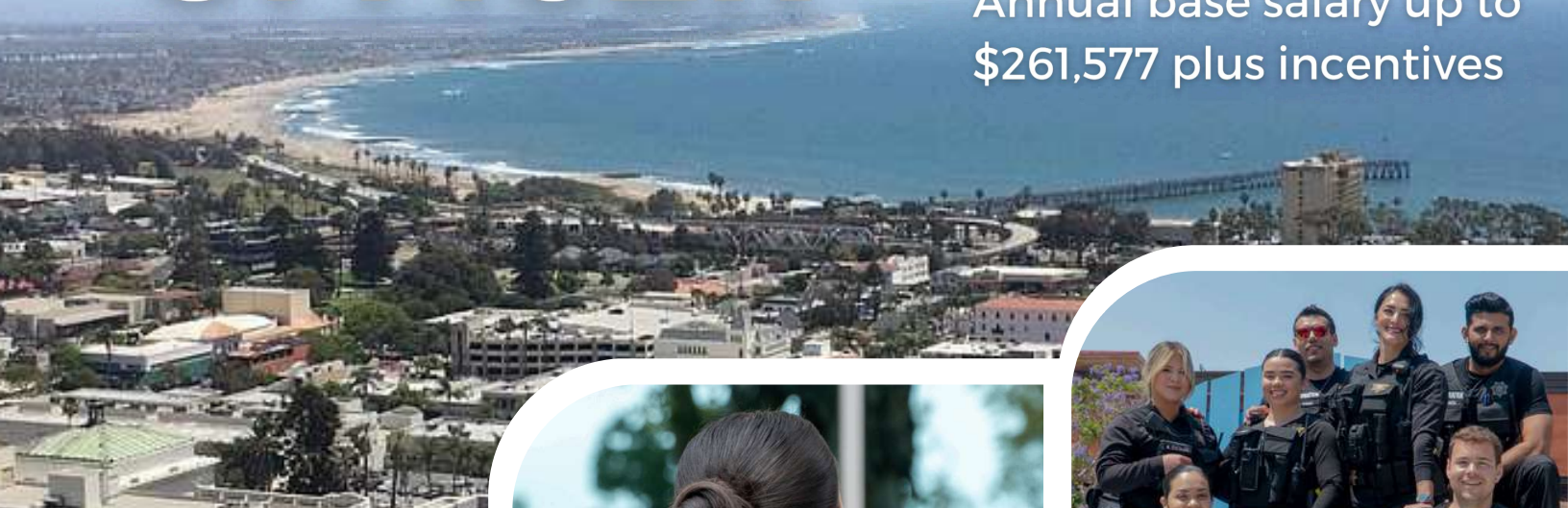


The County of Ventura
Invites Applications for



CHIEF PROBATION OFFICER

Annual base salary up to
\$261,577 plus incentives



THE COUNTY OF VENTURA

Experience the best of Southern California living in Ventura County! Perfectly positioned on the "Gold Coast," it's a short trip from both Los Angeles (35 miles northwest) and Santa Barbara (20 miles southeast). Residents enjoy rolling hills and sweeping ocean views in a nearly perfect sunny and mild climate with an average annual temperature of 74.2 degrees. The scenic beauty, weather, and wonderful quality of life are among the many reasons residents call Ventura County "home."

Ventura County is home to a population of 843,843 residents (as of the 2020 census) and consists of ten cities which include Ojai, Ventura, Oxnard, Port Hueneme, Camarillo, Thousand Oaks, Westlake Village, Simi Valley, Agoura Hills, and Oak Park. The diverse geography includes beaches, harbors, mountains, farmland, the Channel Islands, state parks, and convenient transportation via major freeways, highways, and a coastal railway. Ventura County is a wonderful place to raise a family, offering reputable schools, excellent healthcare, and a safe community.



COUNTY GOVERNMENT AND COURTS

Ventura County is a "general law" county governed by a five-member, elected-by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget and day-to-day operations and advise, assist, and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction.

The County is supported by a total budget of approximately \$3.04 billion and over 10,000 allocated FTEs in 26 agencies/departments. The County provides various services from the different departments and agencies, including safety and social services, healthcare, airports, harbor, resource management, parks, information technology, and public works. There are six elected department heads in addition to the Board of Supervisors: Assessor, Auditor-Controller, Clerk-Recorder/Registrar of Voters, District Attorney, Sheriff, and Treasurer-Tax Collector.

The Superior Court of California, County of Ventura, has 30 judges, four commissioners, and a staff of approximately 360 employees with an annual budget of \$62 million. The court has five operational areas: Criminal and Traffic, Juvenile, Civil and Small Claims, Family Law, and Probate.

THE PROBATION AGENCY

The Ventura County Probation Agency's mission is to promote effective interventions, individual accountability, and community well-being.

The Ventura County Probation Agency (VCPA) partners with justice system stakeholders (judges, prosecutors, defense counsel, law enforcement, and service providers), community organizations, and residents to support victims and offer evidence-based programs and services to individuals under our supervision. Our dedicated employees work to empower youth and adults and create a stronger community.

VCPA is also committed to positive changes and is acting on goals within the Agency's Strategic Plan, including staff feedback to create new initiatives focused on internal communication, workplace safety, and organizational culture. With an annual operating budget of nearly \$98 million and over 400 budgeted positions, VCPA conducts its work in the courtroom, community, and juvenile facilities. The Agency is comprised of four bureaus:

- The **Adult Services Bureau** oversees three Divisions: Adult Field Services, Safety Realignment, and Court Services. These divisions supervise over 6,500 adults annually, participate in over 12,000 court actions, and provide pre-sentence investigations, pretrial evaluations and monitoring, work release, and probation/post-release community supervision.
- The **Juvenile Services Bureau**, comprised of Field Services, Court Services, and Facilities divisions, focuses on prevention, diversion, support, treatment, and community supervision for youth and young adults. It serves over 600 youth and young adults annually and participates in 2,700 court actions. Field Services manages citations, specialty programs, risk/needs assessments, case plans, supervision, and youth placements. Court Services provides reports and electronic monitoring and manages facility operations. Facilities oversee youth and young adults in a custodial setting pending court or serving a commitment (including Secure Track Facility Treatment). Rehabilitative services and re-entry planning services are provided.
- The **Administrative Services Bureau** comprises Professional Standards (background/internal investigations), Legal Affairs, Training, Human Resources, and Labor Relations.
- The **Business Services Bureau** oversees Fiscal, Information Technology, Clerical Support, Service Excellence, and Strategic Management, providing resources and tools for agency staff.

As the field of corrections has evolved, so have the needs of the County's offenders and the community. To service these needs, VCPA has introduced scientific, evidence-based programming to its supervision model, including individual and family counseling, job training and readiness, anger management, risk and need assessments, and substance abuse intervention to maximize a probationer's successful transition back to the community. In addition to our sworn staff, we employ a dedicated group of approximately 80 non-sworn support personnel to assist with many critical functions, including administrative and support functions.



THE POSITION

The Chief Probation Officer is responsible for developing, supervising, and maintaining juvenile, adult, probation, and corrections services, including investigating referrals and supervising clients, youth, and young adults in a custodial setting where rehabilitative and re-entry services and programs are provided.

The Chief Probation Officer holds a unique position in the County, selected by both the Superior Court and the County, operating under Government Code section 27770 et seq., Penal Code section 1203.5, Welfare and Institutions Code section 270 et seq., and other applicable law. Although the Chief Probation Officer is a County employee, the Superior Court has authority under law to direct and order the Chief Probation Officer to perform specific duties and report to the Court as required by law.

Additionally, this position functions as a County Department Head overseeing County staff and performing executive managerial and administration duties.

Given this unique position, the Chief Probation Officer meets regularly with the Presiding Judge, the Supervising Criminal Court Judge, and the Presiding Judge of Juvenile Court to review policy, operations, and services to the Court and works with the Board of Supervisors and the County on policy and operational issues (e.g., budget and fiscal matters, human resources, facilities, etc.) keeping them informed on community safety and offender services. The Chief Probation Officer works closely and collaboratively with various local and regional criminal justice and human service organizations and community leaders.

2021-2025 STRATEGIC PLAN & 2025 STRATEGIC PLAN REFRESH

VCPA launched a collaborative effort among the leadership and staff to create the 2021-2025 Strategic Plan and is now undertaking a 2025 Strategic Plan refresh. This strategic plan's goals, objectives, and performance measures seek to enhance VCPA's capacity to accomplish and sustain its vision and mission of transforming and empowering lives to achieve community well-being. The five main goals are:

- **Programs and Services** - Programs, services, and practices that encourage positive life changes and support community well-being
- **Data** -A data-driven and strategic Agency that is continually improving
- **Communication** - Transparent communication within the Agency, with stakeholders, and with the community at large
- **Workforce** -An inspired and diverse workforce, united in purpose and dedicated to excellence
- **Leadership** -A culture where leaders inspire, engage, mentor, and celebrate the personal and professional development of staff

For information on the 2021-2025 Strategic Plan and 2025 Strategic Plan Refresh, please visit: <https://venturaprobation.org/strategic-plan/>

THE IDEAL CANDIDATE

The ideal Chief Probation Officer will be a proven leader with exceptional integrity and character who is passionate about criminal justice. This strong communicator will possess a forward-thinking approach to juvenile and adult corrections, championing contemporary rehabilitation methodologies and evidence-based practices that promote positive long-term change. Exceptional interpersonal skills and extensive experience managing a diverse team of corrections professionals and professional support staff are essential.



QUALIFICATIONS

Four (4) four-year degree from a college or university accredited by the Western Association of Colleges and Universities preferred in addition to broad, extensive, progressive, and responsible upper management administrative experience in probation, parole services, and institutional corrections functions, and substantial experience in an administrative capacity with major budgetary responsibilities.

Candidates should have demonstrated leadership experience in a large organization, including implementing evidence-based practices to effectuate results. Experience managing juvenile custody facilities is a plus, as is considerable experience supervising corrections services teams.

Other Requirements

The incumbent is a Peace Officer and must meet all of the minimum employment standards set forth in Section 830.5 of the Penal Code and Sections 1029 and 1031 of the California Government Code, as well as the requirements established by the Commission for Peace Officer Standards and Training (POST).

- Possession of a valid California driver's license by date of appointment.
- Completion of and pass a thorough background investigation, which may include a psychological evaluation.

Desired Qualifications

- Master's degree in criminal justice, sociology, psychology, business administration, public administration, or a related field.
- Demonstrated leadership experience in a large organization, including implementing evidence-based practices to effectuate results.
- Experience managing custodial settings
- Considerable experience supervising corrections services teams.

WHAT WE OFFER

The County of Ventura offers attractive compensation and a complete benefits package. Aside from our base salary of \$186,822 to \$261,577/annual DOQ, an employee within this position will also be eligible for the following:

Recruitment Relocation Incentive: Executive management employees, as designated by the Director—Human Resources, may be offered a relocation allowance not to exceed \$15,000 following criteria set forth in the (Management Resolution Sec. 616B.)

Educational Incentive: Completion of a graduate degree not required for the position may qualify for an incentive of up to 5% in addition to the base salary.

Executive Administrative Leave: The candidate selected for this position will earn 248 hours per year, increasing to 288 hours after 5 years of service, 328 hours after 10 years of service, and 368 hours after 15 years of service or credit granted for prior public service (Management Resolution Sec. 616A).

Annual Leave Redemption: The ability to "cash in" or redeem up to 100 hours of Annual Leave per year after using 80 hours.

Automobile Allowance: \$575 per month or may be authorized assignment of a County vehicle.

Deferred Compensation: Eligible to participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. This position is eligible for up to a 3% match on your 401(k) contributions.

Health Plans: You are afforded a flexible credit allowance of up to \$25,558 annually for purchasing medical, dental, and/or vision insurance from a group of authorized plans for Plan Year 2025.

Holidays: 12 paid days per year, including an annual scheduled floating holiday.

Miscellaneous Benefits: Other benefits include Flexible Spending Account Plans, Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, Benefit Reimbursement Program, and a Wellness Program. Incumbents are also entitled to County-paid membership in professional organizations related to their position.

Pension Plan as a Safety Member: Both the County and you contribute to the County's Retirement Plan. Employees hired (by a VCERA employer or a reciprocal public agency) prior to January 1, 2013, are considered "Legacy" members and eligible to receive 2% at 50. Employees hired on or after January 1, 2013 (who are not eligible for reciprocity by virtue of employment with a reciprocal employer) are considered "PEPRA" members and eligible to receive 2.7% at 57. All Legacy and PEPRA retirees are eligible for an annual COLA up to 3%.



SELECTION PROCESS

The first review of candidate application materials is anticipated on or around March 14, 2025. Interested candidates are encouraged to apply by this date. All relevant work experience, training, and education must be included to determine eligibility. Candidates applying after the first review date will be reviewed weekly thereafter.

After evaluating candidates' resumes, the most qualified candidates will be invited to a panel interview. The panel interview will take place soon after the first review date. Invited candidates should plan accordingly. The top candidates, as determined by the panel, will then be invited to subsequent interviews with the County Executive Officer and Board of Supervisors. The interviews may be consolidated into one process or expanded into multiple interviews, contingent upon the size and quality of the candidate pool. Any final candidate selected will require the concurrence of the Board of Supervisors and the Court.



HOW TO APPLY

To be considered for this pinnacle career opportunity, please send a cover letter and resume demonstrating your qualifications, background, and education related to this position's requirements. Submit your materials (email with attachments preferred) to:

Bill Friedel, Deputy Executive Officer – Human Resources, at bill.friedel@ventura.org

OR

Submit an online application and attachments (resume and cover letter) at www.ventura.org/jobs.

For information or questions about this recruitment, please contact Bill Friedel at (805) 654-2419.

Be a Part of Something Amazing