



The County of Ventura Invites
Applications for

DEPUTY DIRECTOR HUMAN SERVICES AGENCY

Children & Family Services | Administrative Services

Base Salary: up to \$229,979 annually
Eligible for up to a 5% Educational Incentive



A Message from the Human Services Agency Director



I would like to personally invite you to consider joining the Ventura County Human Services Agency (HSA) as a Deputy Director. This is a meaningful opportunity to serve a diverse community while helping shape the future of human services in Ventura County.

HSA plays a vital role in strengthening families, supporting individuals, and ensuring that our most vulnerable residents have access to the resources and services they need. As Deputy Director, you will work alongside a highly capable and committed team and have the opportunity to make a lasting impact on the people and communities we serve.

We are looking for two (2) thoughtful and dedicated leaders who bring sound judgment, collaboration, and an understanding of the complexities of delivering human services in an evolving environment. The current vacancies are within our Children & Family Services and Administrative Services Departments. The Deputy Director will be an important partner to HSA leadership and staff, helping turn priorities into effective programs, services, and outcomes.

Ventura County offers an exceptional quality of life, but what makes this opportunity especially rewarding is the chance to lead meaningful work in a community we are proud to serve.

I invite you to learn more about HSA and consider becoming part of our leadership team.

Sincerely,

A stylized, handwritten signature in black ink, appearing to be 'RR' with a long horizontal stroke extending to the right.

Roger Robinson
Human Services Agency Director

About Ventura County

Set between the Pacific Ocean and the Santa Monica Mountains, with fertile valleys, rolling hills, and dramatic coastal landscapes, the County provides an extraordinary variety of experiences within a relatively compact region. Its location offers the best of both worlds, with easy access to the major metropolitan centers of Los Angeles and Santa Barbara, while maintaining a distinct character and slower pace.

The County's consistently mild coastal climate makes it possible to enjoy the outdoors virtually year-round. Residents have access to miles of beaches, beautiful harbors, state parks, extensive hiking and biking trails, botanical gardens, local farms and farmers' markets, and a growing collection of wineries and culinary destinations.

Channel Islands National Park is just offshore, offering one of the most remarkable natural environments along the California coast. For those seeking a mountain escape, Frazier Park and the surrounding Los Padres National Forest are within easy reach.

Families benefit from highly regarded schools and proximity to respected universities and colleges, while the County's communities offer an appealing balance of culture, safety, excellent healthcare, recreation, and connectivity for an ideal place to raise a family.



Ventura County at a Glance



**Approximately
843,000 Residents**



**Average year round
temperature of 74.2
degrees**



**Over 40 miles of
coastline**



**640,000 acres of open
space with abundant
trails for hiking and
biking**



**Over 200 parks including
skateparks, ball fields,
and playgrounds**



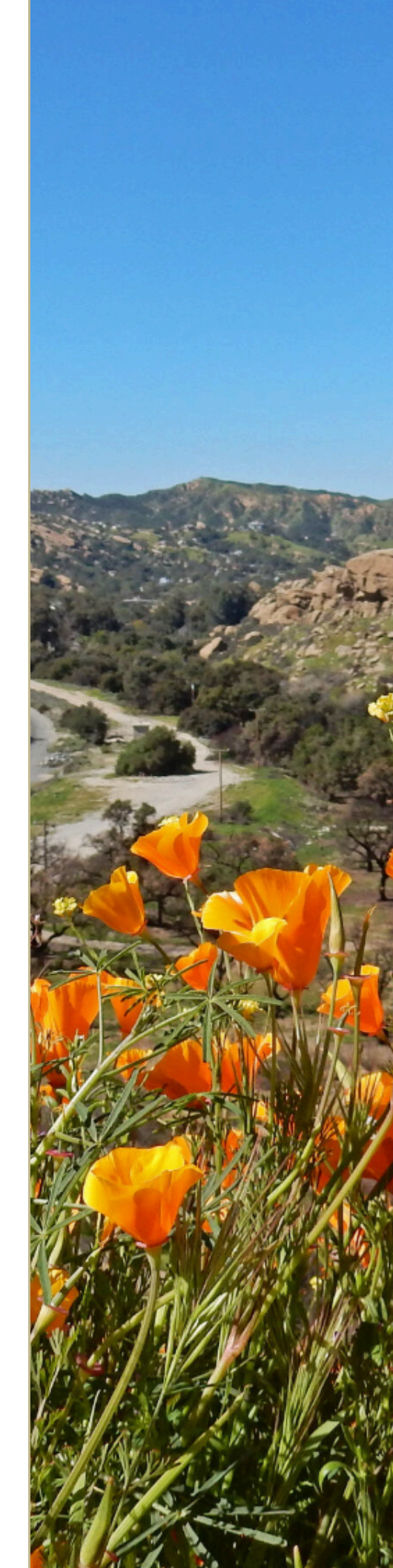
**Over 1,800 farms and
approximately
300,000 acres of
agricultural land**

Cost of Living

While Ventura County reflects a higher cost of living associated with coastal California, it offers exceptional value in quality of life. Housing costs are balanced by access to beautiful coastal and mountain communities, highly regarded schools, year-round outdoor recreation, and proximity to Los Angeles and Santa Barbara. Ventura County offers beaches, harbors, cultural amenities, dining, agriculture, a more relaxed pace, and strong sense of place.

**Average Home Price:
\$885,000**

**Average Rent Cost (2B):
\$3,000/monthly**



County Government

Ventura County is a general-law county governed by a five-member Board of Supervisors. The Board appoints a County Executive Officer to oversee day-to-day operations and advise, assist, and act as the Board's agent on all matters within its jurisdiction, including oversight of 25 countywide agencies and departments. The County is committed to serving its residents through engagement, strategy, execution, and accountability, ensuring that all employees are treated with respect and are free from discrimination. It operates with an annual budget of approximately \$3.4 billion and a staff of more than 10,000 employees. The County provides a broad variety of services including, but not limited to safety and social services, healthcare, airports, harbor, resource management, libraries, information technology, and public works.

The Agency

One of the County of Ventura's largest agencies, the Human Services Agency (HSA) provides public services to more than one-quarter of the county's residents. The Agency strives to value and respect each person's unique experiences through compassionate, healing-centered care and equitable services that build trust, safety, and empowerment, provide for voice and choice, and leverage the strengths of individuals and families.

HSA recognizes that our approximately 1,400 staff members are our most valuable resource in ensuring the design, delivery and continuous improvement of quality, equitable services in partnership with local community-based organizations. We are proud of the diverse perspectives and experiences our employees bring to work as we strive to meet the unique needs of our 225,000 clients within our multicultural environment. Visit our Agency website at www.hsa.venturacounty.gov.

Current Priorities

- Lead projects that aim to optimize the HSA's human and financial resources, advancing greater effectiveness and efficiency in operations.
- Anticipate business needs and function as a strategic partner in advancing HSA's objectives for enhancing client service.
- Forecast the effects of changes and external forces at the state and national levels, and execute plans that help HSA to capitalize on opportunities and mitigate potentially negative impacts.
- Encourage, cultivate, and model an organizational culture that helps ensure staff can do their best work in service to the community.



The Position

HSA employs Deputy Directors in four (4) departments, including Administrative Services, Adult & Family Services, Children & Family Services, and Community Services. HSA Deputy Director positions report to the Agency Director. There are currently two (2) vacancies; one (1) in Children & Family Services and one (1) in Administrative Services.

- The Deputy Director for Children & Family Services has oversight of child welfare services, including providing prevention and support services that help families stay together and grow stronger, responding to safety concerns to ensure the protection of children and youth at risk of abuse or neglect, cultivating the well-being of children and the youth in the foster care system, and ensuring that children and youth have opportunities to develop permanent bonds with caring family members and supporters. The Deputy Director oversees a team of Division Managers, and collaborates with a range of County and community partners to ensure a coordinated, comprehensive approach to meeting the needs of children, youth, and families.
- The Deputy Director for Administrative Services has oversight of multiple functions including fiscal services, information technology, safety, organizational development, project management, government relations, communications and other services aimed at supporting the Agency's infrastructure. The Deputy Director oversees a team of Division Managers, and collaborates with all HSA program areas and County partners such as the General Services Agency and Auditor-Controller.

Each position is an excellent opportunity for a seasoned professional who desires to use an Agency-wide perspective to lead an impactful department, setting and achieving goals that deliver greater value to clients; managing change in a manner that ensures the department capitalizes on opportunities; working collaboratively with internal and external providers to integrate services; and fostering a culture that encourages employees to bring their whole selves to work and empowers them to improve client service delivery. Each position contributes to Agency-wide decision making as a member of the Agency's Leadership Team and provides highly responsible and complex administrative support to the Agency Director. The Agency Director may rotate or reassign a Deputy Director to meet Agency operational goals and objectives as needed.

Key Duties

For a list of key duties performed, please reference the job description by clicking the following link: [Deputy Director - Human Services Agency](#).



Qualifications

The required knowledge, skills and abilities are most often demonstrated by completion of: A Bachelor's degree from an accredited college or university with major course work in public administration, psychology, social work, or a related field; AND five (5) years of increasingly responsible managerial and leadership experience, preferably in human/social services; including at least two (2) years of upper management level experience.

Deputy Director HSA is an at-will classification which is exempt from the provisions of the Civil Service Ordinance.

A Master's degree in Social Work, Behavioral Health, Public Administration, Business Administration or a closely related field is highly desired.

The Ideal Candidate

The ideal candidate will be a thoughtful, strategic, and collaborative leader who is committed to advancing the Mission, Vision, and Values of the County of Ventura and the Human Services Agency. They will bring sound judgment, strong leadership skills, and the ability to navigate a complex and changing human services environment.

The successful candidate will demonstrate:

- **Strategic Vision:** The ability to set clear direction, establish goals, evaluate results, and translate Agency priorities into meaningful outcomes.
- **People Leadership:** A proven ability to develop, coach, empower, and motivate employees while fostering a culture of respect, fairness, accountability, and trust.
- **Cross-Divisional Collaboration & Partnership:** Strong communication and relationship-building skills, with the ability to work effectively across departments and with County, community, and other external partners.
- **Innovation & Change Management:** Experience leading organizational change, improving business processes, implementing technology, and using the customer voice to strengthen service delivery.
- **Analytical & Results-Focus Thinking:** The ability to use data, trends, and measurable outcomes to evaluate performance, anticipate challenges, and guide decision-making.
- **Human Services Perspective:** Experience with human services programs and/or infrastructure, along with an understanding of emerging issues and trends affecting service delivery.
- **Organizational & Political Awareness:** The judgment and political savvy necessary to effectively advocate for County and Agency interests and operate successfully in a complex public-sector environment.

Above all, the ideal candidate will be comfortable leading through change, taking thoughtful and calculated risks, making difficult decisions, and taking ownership of outcomes.



What We Offer

In addition to the annual base salary of \$197,763 to \$229,979 (DOQ), the Deputy Director - Human Services Agency will receive an attractive benefits package that includes:

- **General Salary Increase:** Increase of 3.5%, effective December 20, 2026, and 3.5%, effective December 19, 2027.
- **Educational Incentive:** Eligible for 2.5%, 3.5%, or 5%, based on completion of an associate, bachelor's, or graduate degree from an accredited institution, not required for the position.
- **Retirement/Social Security:** Defined retirement benefits vest after 5 years of service. The County and you also each contribute to Social Security. For more information, visit: www.vcera.org. If you are eligible, you may establish reciprocity with other public retirement systems, such as CalPERS.
- **Health Plans:** Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to \$1,024.11 biweekly.
- **Flexible Spending Accounts:** Increase your spending power by reimbursement with pre-tax dollars for IRS-approved dependent care and health care expenses.
- **Executive Annual Leave:** 248 hours earned per year, increasing to 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service. Credit for prior public service may be considered (Management Resolution, § 616A).
- **Annual Leave Redemption:** The ability to "cash out" or redeem up to 100 hours of Annual Leave per year after using 80 hours. Effective election year 2027, the maximum annual leave eligible for cash out will increase to 200 hours. (Management Resolution, § 1207).
- **Holidays:** 13 paid days per year, which includes a floating holiday to use at your discretion.
- **Deferred Compensation:** You may elect to contribute to one or both of the County's deferred compensation plans (401(k) and 457). If you participate in the County-sponsored 401(k) plan, the County will match a part of your contribution up to 3% of your salary, on a per pay period basis. Following 5 years of continuous County service, an additional 2% non-elective contribution will be made to the 401(k) plan.
- **Professional Membership:** Eligible for county-paid membership in professional organizations related to the position.
- **Other benefits include:** Disability Plans; Employee Assistance Program; County-paid Life Insurance; Tuition Reimbursement; Benefit Reimbursement Program; Wellness Program; and WorkLife Program, which includes child care and elder care referrals.

HOW TO APPLY

To APPLY for this career opportunity, please submit an online application at www.venturacounty.gov/jobs and attach your current resume and cover letter illustrating your experience with all of the following:

- Your leadership experience with human services programs or related services.
- Indicate whether you would like to be considered for the Deputy Director position that oversees Children & Family Services or Administrative Services, or both positions.
- Your experience leading employees through complex system change, including the titles, sizes, and functions of staff you have supervised.
- Your experience assessing organizational cultures, building upon positive attributes, and fostering enhancements that empower staff to do their best work.
- Any community partnership enhancement initiatives you led and the outcomes.

Resume Evaluation: This recruitment will remain open until filled. The first review of resumes will occur the week of September 14, 2026. Applications submitted after that date will be reviewed on a rolling basis. The County reserves the right to advance exceptionally qualified candidates forward in the process at any time, regardless of the review schedule. To receive prompt consideration, please submit your materials by the first review date. All relevant experience, training, and education must be included to determine eligibility.

Interview Process: Following a structured evaluation of the application materials, the most qualified candidates will be invited to a panel interview. The top candidates, as determined by the panel, will then be invited to a second interview with Human Services Agency executive leadership. The interviews may be consolidated into one process or expanded into multiple interviews, contingent upon the size and quality of the candidate pool.

Background Investigation: The selected candidate may be subject to a thorough background investigation, which may include inquiries into past employment, education, criminal history, and driving record. In addition, the successful candidate will undergo DOJ/FBI Live Scan fingerprinting.

Equal Employment Opportunity: The County of Ventura is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

Contact Information: For more information about this opportunity, please contact Kim Mariscal at kim.mariscal@venturacounty.gov or (805) 477-5153.

