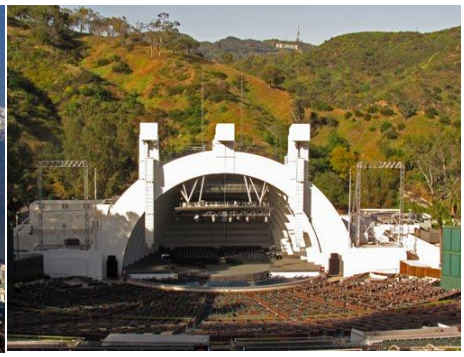
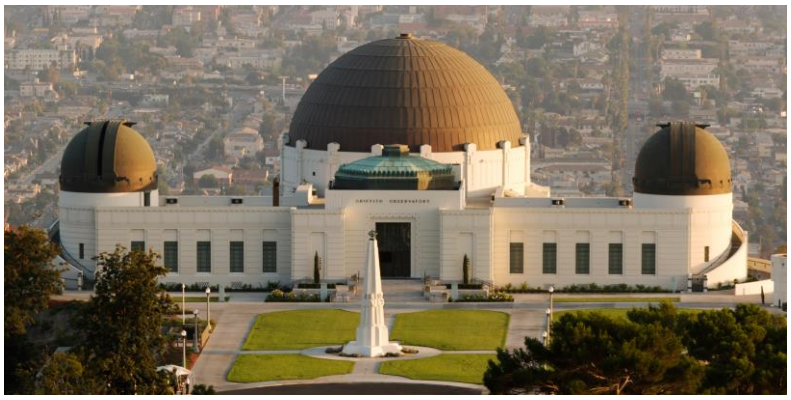
County of Los Angeles

Department of Health Services





Inviting Resumes for:

DIRECTOR, OFFICE OF DIVERSION AND RE-ENTRY (UNCLASSIFIED)

ANNUAL SALARY: $175,228 - $265,222 (Range R19)

FILING PERIOD: November 9, 2015 – Until the position is filled

DEPARTMENT OF HEALTH SERVICES

The Department of Health Services (DHS) is the second largest health system in the nation. DHS serves the health care needs of millions of residents and encompasses hospital and outpatient care, programs and clinics, Emergency Medical Services (EMS) and rehabilitation services. DHS operates four hospitals: LAC+USC Healthcare Network, Harbor-UCLA Medical Center, Olive View-UCLA Medical Center, and Rancho Los Amigos National Rehabilitation Center. The Department also operates two multi-disciplinary ambulatory care centers – High Desert Health System in the Antelope Valley, Martin Luther King, Jr., six comprehensive health centers, and numerous health clinics. DHS leads the County's effort to provide personal health services to the residents of Los Angeles County, of which approximately 2 million are uninsured. The Department's services are critical for the medically indigent, working poor, and those who are without access to other health care. In addition, services are critical to the maintenance of the County's trauma care network. Through university affiliations, County hospitals also conduct postgraduate medical education for interns, residents and fellows to train the physician workforce for tomorrow. The current departmental budget is approximately $4.2 billion and includes funding for approximately 21,577 positions.

POSITION OVERVIEW

This director is unclassified (at-will) and reports directly to the Deputy Director of Community Health and Integrated Programs in the Department of Health Services. The position is responsible for directing and overseeing the County's jail diversion efforts, which are dedicated to preventing or reducing the incarceration of individuals with mental illness and/or substance use disorders. The position has full responsibility for guiding the strategic, operational, and administrative alignment of diversion activities and decisions with the goal of reducing the incarceration and recidivism of mentally ill and/or severely addicted residents of Los Angeles County.

EXAMPLES OF DUTIES

- Oversees the planning, development and implementation of jail diversion projects and programs designed to offer health, mental health, and law enforcement personnel countywide a means to redirect County residents with mental illness and/or substance use disorders away from the criminal justice systems to recovery-based community treatment and services, and to promote an end cycles of repeated incarceration.

- Oversees and coordinates through subordinate programs managers the creation and enhancement of programs that seek to continually improve the physical and mental health and recovery of justice-involved residents of the County.

- Establishes and fosters partnerships between the Office of Diversion and the departments of Health Services, Public Health, and Mental Health, the District Attorney's Office, Public Defender, the Sheriff Department and other law enforcement agencies throughout the County, and various community partners with the goal of implementing initiatives to increase diversion opportunities for justice-involved residents of the County.

- Oversees the selection and development of Information Technology-related systems and platforms used to manage and document diversion-related efforts and resources, and the safety and security of the clients utilizing diversion resources.

- Oversees and coordinates the analysis of legislation and policies related to and impacting diversion efforts at the County, State, and Federal levels, and makes recommendations for the development and implementation of new policies designed to continually improve diversion efforts of the County of Los Angeles.

- Monitors and tracks diversion services provided by the County and its partners and performs cost–benefit analysis; prepares reports at the request of the Board of Supervisors and Chief Executive Officer for the purpose of aiding in the planning and development of training for County staff and community partners.

- Ensures diversion data is appropriately documented and disseminated to the various departments involved in diversion efforts, community stakeholders and partners, and the public.

The preceding statements reflect the general duties and responsibilities of the position, and are not considered a detailed description of all work requirements that may be inherent in the job or required for the effective discharge of the position's responsibilities.

QUALIFYING EDUCATION AND EXPERIENCE REQUIREMENTS

Option I – A Bachelor's or equivalent degree from an accredited from an accredited college or university -**AND**- seven (7) years of experience in law enforcement at the level of a Los Angeles County Sheriff Department Chief or Probation Department Deputy Director, five (5) years of which must have been working with and managing programs for mentally ill offenders.

Option II – A Juris Doctor from an accredited law school **-AND-** seven (7) years of experience at the level of a Los Angeles County Deputy District Attorney III or Deputy Public Defender III, five (5) years of which must have been working cases involving mental health and substance use issues.

Option III – A Bachelor's or equivalent degree from an accredited college or university **-AND-** a license to practice as a Registered Nurse issued by the California Board of Registered Nursing **-OR-** a California Physician and Surgeon's Certificate authorized by the Board of Medical Examiners of the State of California **-AND-** seven (7) years of experience working with mentally ill forensic population.

LICENSE:

A valid California Class "C" Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related functions.

DESIRABLE QUALIFICATIONS

- Experience with strategic planning, operational and administrative of mental health programs activities.
- Experience in developing, implementing and administering a comprehensive continuum of care for substance use disorder treatment.
- Experience interacting with professional personnel, external organizations, general public, other law enforcement agencies and other County departments.

COMPENSATION AND BENEFITS

Annual Salary: $175,228 - $265,222

This position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP). The successful candidate may be appointed to any salary within the MAPP Range, depending on qualifications.

Benefits: The County of Los Angeles provides an excellent benefit package that allows employees to choose benefits that meet their specific needs. The package includes:

- **Retirement Plan** – The successful candidate will participate in a contributory defined benefit plan. The Los Angeles County Employees Retirement Association (LACERA) has reciprocal agreements with several public retirement systems in California. If the candidate is a "new member" of the County's defined benefit plan (LACERA) on or after January 1, 2013, that person's pensions will be limited under the Public Employees Pension Reform Act (PEPRA) unless she or he established reciprocity with another public retirement system in which she or he was a member before January 1, 2013. Details on PEPRA will be provided on request.

- **MegaFlex Plan** – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan (MegaFlex) using a tax-free County contribution of an additional 14.5% to 17% of the employee's monthly salary. Any portion of the County contribution not used to purchase benefits is given to the employee as taxable income. Benefits available within MegaFlex include medical, dental, disability, life and AD&D insurance. (MegaFlex Plan is not available to County employees who are currently in Flex.)

- **Non-Elective Days** – 10 paid days per year with the option to buy 1 to 20 elective annual leave days. Annual leave days can be used for vacation, sick or personal leave.

- **Dependent Care and Health Care Reimbursement Accounts** are also available.

- **Savings Plan (401k)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

- **Deferred Compensation Plan (457)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

- **Holidays** – 11 paid days per year.

SELECTION PROCESS

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level of scope of the candidate's preparation for this position. The resume should include any additional information which the candidate wishes considered. Only the most qualified candidates, as determined by the screening process, will be invited to participate in the selection process. The names of the most highly qualified candidates will be submitted for consideration.

NOTE: Appointment to this position is contingent upon the satisfactory completion of background and reference checks.

FILING INSTRUCTIONS

Qualified candidates are invited to submit a statement of interest and resume. The statement of interest should detail positions held, salary information, education completed, special qualifications and a record of accomplishments.

Resumes must include the following:

1. Names of schools, colleges, or universities attended, dates attended and degrees earned with field(s) of study. Please enclose copies of degree(s), licenses and certificates together with the resume.

2. For each organization and program managed please include:

    - The name of each employer, titles held, dates of employment, and salary information.

- Size of organization and budget information for programs managed.
- Number and composition of personnel supervised.
- Scope of management responsibilities and functions managed.

3. Sufficient information to determine if candidate experience meets the Qualifying Education & Experience Requirements and Desirable Qualifications sections of this recruitment announcement.

All submitted information will be reviewed and evaluated as received. Please submit your statement of interest and resume materials to:

Brenda La Fave, Exam Analyst
Department of Health Services
Recruitment & Examinations Office
5555 Ferguson Drive, Suite 220-10
City of Commerce, CA 90022
Phone: (323) 869-7073
Fax: (323) 869-0942
E-mail: blafave@dhs.lacounty.gov

Pursuant to State and federal requirements, we are requesting that you voluntarily provide the following information: (1) your race/ethnicity and (2) your gender. This information should be on a separate piece of paper (without your name) attached to your resume. This page will be removed from your resume when it is received, kept confidential, and utilized solely for required statistical purposes.

SPECIAL INFORMATION

It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons regardless of race, religion, sex, national origin, age, sexual orientation or disability. Pursuant to the Americans with Disabilities Act of 1990, persons with disabilities who believe they need reasonable accommodation may call the ADA Coordinator at:

(323) 869-7124 – ADA Coordinator – Voice
(800) 899-4099 (TTY)
(800) 897-0077 (TTY)
(800) 735-2922 (CRS)

Any applicant for county employment who has been convicted of worker's compensation fraud is automatically barred from employment with the County of Los Angeles (County Code Section 5.12.110).

SOCIAL SECURITY ACT OF 2004

Section 419 (c) of Public Law 108-203, the Social Security Protection Act of 2004, requires State and local government employers to disclose the effect of the Windfall Elimination Provision and the Government Pension Offset Provision to employees hired on or after January 1, 2005, in jobs not covered by Social Security. The County of Los Angeles does not participate in the Social Security System. All newly hired County of Los Angeles employees must sign a statement (Form SSA-1945) prior to the start of employment indicating that they are aware of a possible reduction in their future Social Security benefit entitlement. For more information on Social Security and about each provision, you may visit the website www.socialsecurity.gov, or call toll free (800) 772-1213. Persons who are deaf or hard of hearing may call the TTY number (800) 325-0778 or contact a local Social Security office.

EMPLOYMENT ELIGIBILITY INFORMATION

Final employment is contingent upon verification of U.S. Citizenship or the right to

work in the United States. Immigration law provides that all persons hired after November 6, 1986 are required to present original documents to the County, **within three (3) business days** of hiring, which show satisfactory proof of: 1) identity and 2) U.S. employment eligibility.

This announcement may be downloaded from the County of Los Angeles websites at:

http://www.dhs.lacounty.gov or http://hr.lacounty.gov

The County of Los Angeles is an Active Equal Opportunity Employer