



THE COUNTY OF RIVERSIDE  
INVITES YOUR INTEREST  
IN THE POSITION OF  
**DEPUTY DIRECTOR OF  
PUBLIC SOCIAL SERVICES**

**SALARY RANGE**  
**\$112,146.81 - \$177,996.62**

# THE POSITION



The County of Riverside's Department of Public Social Services (DPSS), Children and Family Services (CFS), is seeking an innovative and strategic leader to serve as Deputy Director of Public Social Services. The incumbents will be providing oversight of multiple regions. The position is located in Riverside; however, travel throughout Riverside County is required. Based on the qualifications and experience of the selected candidate, the department may adjust the division's leadership structure to best meet operational needs. The established eligibility list may be used to fill current and future vacancies within the Children and Family Services.

## WHY THIS ROLE MATTERS:

As Deputy Director, you will play a critical role in shaping the future of child welfare services and strengthening community partnerships to protect children and support families. Your leadership will directly influence service delivery, organizational culture, and outcomes for some of the county's most vulnerable residents. This highly visible executive position requires vision, adaptability, and a commitment to continuous improvement. Success in this role demands a leader who is emotionally intelligent, politically savvy, and skilled at fostering psychological safety, building relationships, empowering teams, and leading with authenticity and integrity.

The Deputy Director of Public Social Services will lead teams dedicated to critical work in child welfare, including, but not limited to, oversight of investigation and continuing services programs within operational and centralized regions. In this highly visible leadership role, the Deputy Director will collaborate with county departments and community-based organizations to strengthen services and outcomes for children and families. The incumbent will also implement and oversee continuous quality improvement (CQI) initiatives within their business units and the division as a whole. This position carries significant administrative responsibility, directing the operations of multiple units through subordinate managers and supervisors. The Deputy Director will plan, organize, and guide staff to meet evolving workload demands, while providing both formal and informal training to support professional development. Additional duties may be assigned as needed to support CFS' mission.

## WHAT WE ARE LOOKING FOR:

- » Makes sound decisions and is comfortable navigating risk in a complex environment.
- » Is a go-getter who drives results and inspires others to do the same.
- » Understands and applies Continuous Quality Improvement (CQI) principles to enhance outcomes.
- » Possesses strong leadership skills and can get work done through others by empowering teams.
- » Builds and nurtures strategic relationships with community partners and internal/external stakeholders.
- » Excellent financial acumen with experience credibility with a high degree of integrity and ethical conduct.
- » Thrives in a collaborative environment and can lead change effectively.

## THE IDEAL CANDIDATE WILL POSSESS:

- » At least three years experience equivalent to a Regional Manager within a public child welfare agency.
- » Proven ability to manage child welfare programs and lead professionally trained social workers.
- » Demonstrated success in project management, CQI implementation, and data analysis.
- » Strong operational and administrative experience in a public child welfare setting.



## THE DEPUTY DIRECTOR WILL:

- » Plan, administers, and monitors the operation of a major functional division or multiple administrative units of the Department.
- » Develops, monitors and controls budgets and expenditures in areas of assigned responsibility.
- » Analyzes daily data and monthly dashboards for consistency with program operations and other required program reporting.
- » Ensures subordinate staff manage personnel issues appropriately, including employee records management, internal security, Workers' Compensation, and ADA compliance.
- » Provides input to Management Services for budget preparation, preparation of program audit exception responses, facilities and staffing requirements.
- » Ensures quality and conformance with legislative, regulatory and policy mandates regarding the administration of programs in areas of assigned responsibility.
- » Selects, trains, supervises and directs subordinate management personnel.
- » Through subordinate staff, manages direct social service delivery programs.
- » Directs the implementation of all new/revised programs and policies and develops program performance measures to ensure compliance with mandated requirements.
- » Acts as the Department's liaison with community groups and other governmental agencies regarding areas of program responsibility.
- » Oversees a corrective action program that ensures the department's performance is within error rate and performance tolerance levels.
- » Develops and recommends program policies and procedures changes.
- » Disseminates and interprets program policies and procedures to subordinate supervisors and explains application.
- » Confers with department personnel, County departments, and other governing agencies in completing assignments, solving mutual problems, or exchanging program information.

## MINIMUM QUALIFICATIONS

**EDUCATION:** Possession of a Bachelor's degree from an accredited college or university in social work, the social/behavioral sciences, public/business administration, or a closely related field. (A master's degree in one of the aforementioned disciplines is preferred.)

**EXPERIENCE:** Five years of experience in the administration or management of social services programs, Welfare Reform, community & government relations, financial/administrative services, or management of major administrative units, division, or programs. (A Master's degree from an accredited college or university in social work, the social/behavioral sciences, public/business administration or a closely related field may substitute for up to a maximum of two years of the required full time experience.)

**KNOWLEDGE OF:** Principles of public social service administration; principles of personnel administration, supervision, evaluation and employee development; principles of management, including planning, organizing, staffing, directing and controlling a large staff; methods and techniques of analyzing administrative systems and procedures in terms of efficiency and effectiveness; principles of budget preparation and fiscal management; plan, organize and direct the work of a large staff.

**ABILITY TO:** Analyze administrative and/or fiscal problems, and make appropriate program recommendations on budgeting, staffing and administrative organization; interpret and apply federal, state and county laws, regulations and policies or public social service programs; develop and maintain cooperative working relationships with a variety of department staff, government, business and community officials; develop and prepare concise and logical oral and written reports; strong written and verbal communication skills.



# COMPENSATION & BENEFITS

The annual salary for the Deputy Director of Public Social Services is **\$112,146.81 - \$177,996.62** annually. Placement within the salary range will be based on the selected candidate's experience and qualifications.

- **MEDICAL DENTAL INSURANCE:** A flexible benefit and premium subsidy totaling up to \$2,087 is provided toward the cost of medical and dental benefits. Vision is provided at no cost to the employee or eligible dependents.
- **RETIREMENT:** A retirement plan is offered through the California Public Employees' Retirement System (CalPERS) after a five-year vesting period. Benefit at age 62 is 2%\* if the highest 36-month period of earnings times years of service. The employee contribution rate is 7.75%, subject to changes based on CalPERS actuarial variations.
  - **Note: Reciprocity may exist with other public retirement systems in California, please see CalPERS actuarial valuations.**
- **DEFERRED COMPENSATION:** Voluntary employee contribution with a choice between two 457 deferred compensation plan options.
- **401(A) MONEY PURCHASE PLAN:** County contribution of \$50 per pay period towards choice between two 401(a) plan providers.
- **ANNUAL LEAVE (BI-WEEKLY ACCRUAL):** 1-3 years = 8.92 hours, 4-9 years = 10.46 hours, 10 or more years= 12.00 hours
  - Additional information can be found on the County's Human Resources website page: [www.rc-hr.com](http://www.rc-hr.com)
  - Maximum Annual Leave accumulation is 1,800 hours. Employee may receive pay in lieu of up to 80 hours per calendar year. Agency/Department Head may approve an additional 80 hours.
- **HOLIDAYS:** Normally 12 paid holidays per year.
- **BEREAVEMENT LEAVE:** 5 days (3 days are County paid; 2 days can be taken through use of accrued leave balances).
- **BASIC LIFE INSURANCE:** \$50,000 of term life coverage. Premiums are paid by the County. Additional Supplemental Life plan is available for employee purchase.
- **LONG-TERM DISABILITY (LTD):** Benefit pays 66.67% of earnings to a maximum of \$10,000 per month; 30-day waiting period; pays to age 65. Benefit can be coordinated with other available leave balances to provide up to 100% of pay.
- **POST RETIREMENT MEDICAL CONTRIBUTION:** A monthly contribution is made by the County towards retiree health insurance offered through the County as governed by the Management Resolution or applicable bargaining unit.



# THE COUNTY

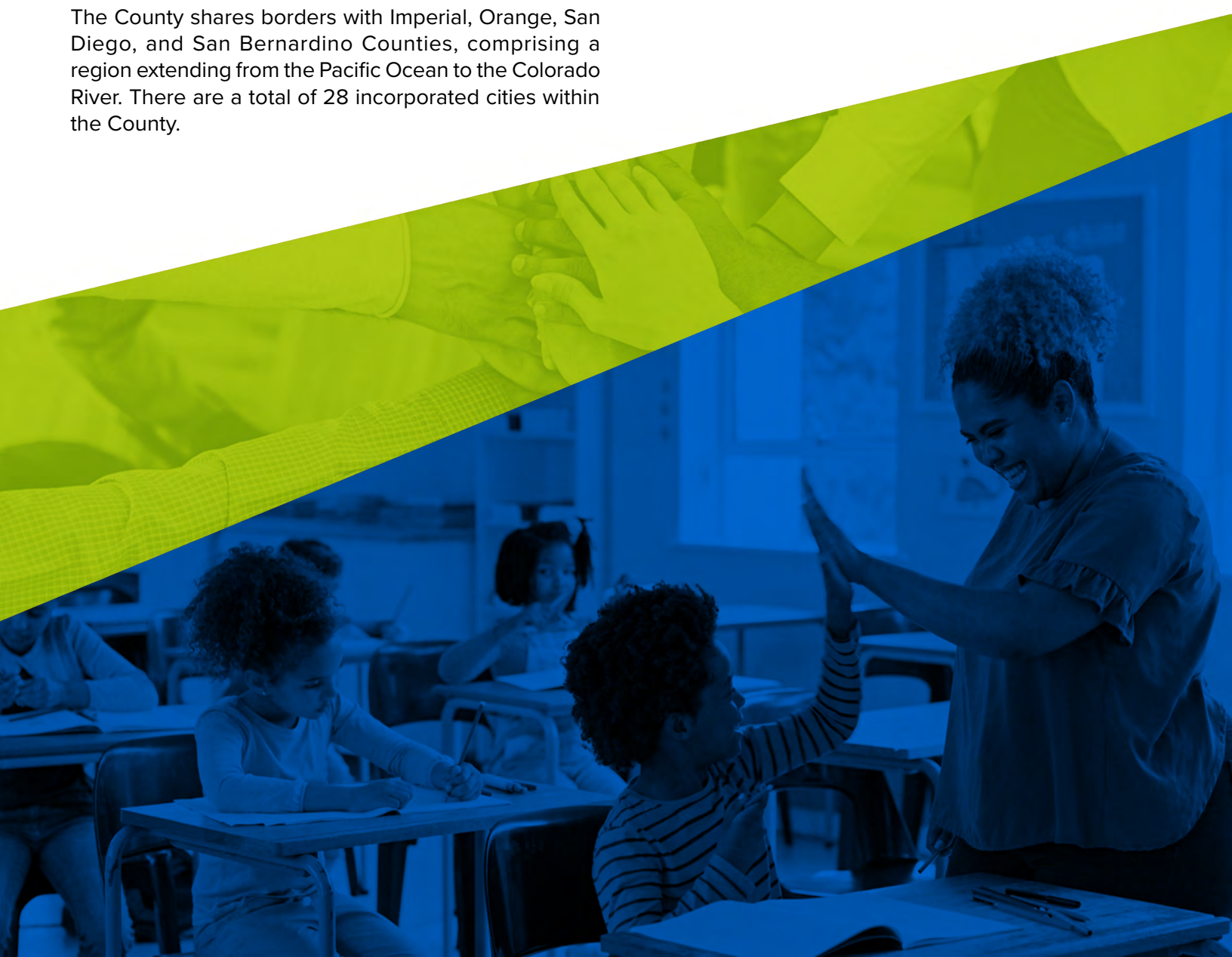
Whether it is a stroll through the quaint boutiques of historic downtown Riverside, an afternoon in Temecula's wine country, or a round of golf on a world-class course in Palm Springs, Riverside County has something for everyone. Even the weather is wonderful, with rainy days few and far between. Riverside County is a great place to live, work, and play.

With more than 2.43 million residents, Riverside is the tenth most populous county in the U.S. and the fourth most populous county in California. The County stretches nearly 200 miles across, comprising over 7,200 square miles of fertile river valleys, low deserts, mountains, foothills, and rolling plains. Riverside County covers an expansive, varied geography that encompasses many diverse and rapidly growing communities with a wide range of public service needs.

The County shares borders with Imperial, Orange, San Diego, and San Bernardino Counties, comprising a region extending from the Pacific Ocean to the Colorado River. There are a total of 28 incorporated cities within the County.

Riverside County is conveniently located within a short drive to Southern California's many cultural events, theme parks, and tourist attractions, which make it an excellent alternative to the more costly and congested neighboring counties. The County's housing market continues to be among the most affordable in Southern California.

Additionally, higher education facilities are abound throughout the area, providing continuous educational opportunities for professional development.



# THE COUNTY GOVERNMENT

County of Riverside government recognizes the value of a qualified and diverse workforce, making it a priority to build an organization that reflects the vibrant community it serves.

The County's leadership consists of five members of the Board of Supervisors who serve as both the legislative and executive branches of the County government. They are elected by district, on a nonpartisan basis, to four-year staggered terms. There are no term limits. The Board Appointed County Executive Officer oversees the day-to-day activities of the County's agencies and departments.

The County's core business includes law enforcement, prosecution, probation, parks, community development, public works, public health, public social services, the County hospital, fire, housing, and employment and administrative services. County of Riverside has more than 25,458 employees across over 40 departments and agencies. To learn more about the County of Riverside, go to: <https://rivco.org>.



# ABOUT CHILDREN AND FAMILY SERVICES

Children and Family Services is a division within the Department of Public Social Services (DPSS). DPSS has served the county for a century and now helps more than 1 million people each year access vital services in the tenth most populous county in the nation.

CFS is driven by the belief that every child deserves protection, every family deserves support, and every community thrives when prevention and partnership guide our work. Serving Riverside County's diverse population of more than 2.5 million residents, our division partners with families, caregivers, educators, health providers, law enforcement, and community organizations to promote safety, stability, and long term well being. With over 1,300 dedicated social workers and staff, we stand alongside children and families through both crisis and hope, providing trauma informed services and strengthening connections that help families thrive. Our work also prioritizes prevention, reflected in initiatives such as the Office of Child Abuse Prevention, which expands evidence based supports long before crises emerge. At CFS, we are committed to protecting children, empowering families, and building a safer, healthier future for every community we serve. For more information, please view our [Strategic Plan Brochure](#).

**MISSION STATEMENT:** Children and Family Services promotes safety, well-being, and permanency through collaborative actions that empower children and families across Riverside County

**VISION STATEMENT:** Safe, resilient, and healthy children and families in Riverside County.

## STRATEGIC PRIORITIES



### PROTECTION

Safeguarding children from abuse and neglect through accountable action that promotes stability, dignity and healing.



### PREVENTION

Helping families stay strong and supported so we can stop abuse before it happens and build a resilient child welfare team.



### PARTNERSHIP

Working together with families, communities, and partners to create a caring, trauma-informed network that supports every child's well-being and future.

# APPLICATION PROCEDURE

The position will remain posted until filled.

To be considered, please electronically submit your application, including resume via [Government Jobs](#) or [clicking here](#).

Resumes should reflect related work experience as well as details of years and months of positions held.

For questions regarding this recruitment, please contact: Danilo Lozano at (951) 955-1605 or [DaLozano@rivco.org](mailto:DaLozano@rivco.org)

Applications will be screened based on criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate.

