

# The County of Ventura Invites Applicants For Sheriff's Assistant Human Resources Director



Salary: \$109,235.72 - \$152,930.00 Annually

## The Position

The Ventura County Sheriff's Human Resources Bureau seeks a progressive and collaborative leader with a reputation for integrity and innovation, to assist in the day-to-day leadership of the Human Resources function. If you have experience devising innovative and transformative HR policies, programs, and systems, and enjoy process improvement, this is the position for you. Reporting to the Sheriff's Director of Human Resources, the Assistant Director is a classified management position overseeing Recruitment and Selection, Leave of Absence administration, Classification & Compensation, Labor Relations and Equal Employment Opportunity for an office of approximately 1,258 employees.

## The Ideal Candidate

We are seeking a seasoned HR professional who is able to demonstrate acquisition of the following competencies:

- Managing performance
- Customer Focus
- Decision Making
- Leadership
- Attention to Detail
- Professional/Technical Expertise
- Innovation and Continuous Improvement
- Valuing Diversity & Inclusion
- Relationship Building
- Oral Communication
- Professional Impact
- Organizational Savvy
- Teamwork
- Managing Change
- Writing

The ideal candidate will possess significant professional-level human resources experience in a public-sector environment and a graduate degree in Industrial/Organizational Psychology, Human Resources, Public Administration, Business Administration, or a related field. Experience in law enforcement is highly desired. Specifically, we are seeking a candidate with a working knowledge of the Peace Officers Bill of Rights Act (POBRA), labor code section 4850, and California P.O.S.T. (Peace Officer Standards and Training). We are also seeking a seasoned manager who will excel in managing, developing, and motivating staff.

## County Benefits

The County of Ventura offers an attractive compensation and benefits package. Aside from our base salary range, an employee within this position will also be eligible for the following:

- **General Salary Increase (GSI)** - A GSI of 2.00% effective December 26, 2021.
- **Education Incentive** - Possible eligibility for an educational incentive of 2.5%, 3.5%, or 5%, based upon completion of an associate, bachelor's or graduate degree.
- **Annual Leave Redemption** - The ability to "cash in" or redeem up to 100 hours of Annual Leave per year after using 80 hours of annual leave. A candidate selected for this position will earn 208 hours per year, increasing to 288 hours after 5 years of service.
- **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** - Medical, Dental, and Vision Plans for you and your dependents. You are afforded a flexible credit allowance of up to \$16,692 annually.
- **Flexible Spending Accounts** - Employees may also participate in the Flexible Spending Accounts which increase their spending power by reimbursing them with pre-tax dollars for IRS approved dependent care and health care expenses.
- **Pension Plan** - Both the County and you contribute to the County's Retirement Plan and to Social Security. If you are eligible, you may establish reciprocity with other public retirement systems such as CalPERS.
- **Holidays** - 11 paid days per year which includes a scheduled floating holiday.

## To Apply

Visit <https://hr.ventura.org>

Submit your application by May 17th, 2021 at 5PM.

Questions? Contact Matt Escobedo by email at [matt.escobedo@ventura.org](mailto:matt.escobedo@ventura.org) or phone (805) 662-6584.