

County of Santa Cruz

Invites you to apply for:

ASSISTANT CHIEF PROBATION OFFICER

Supplemental Questionnaire Required

Promotional Only

Salary: \$150,592 - 201,677 Annually

Closing Date: Monday, May 4, 2026

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www.santacruzcountyjobs.com

THE POSITION:

The Assistant Chief Probation Officer is a key leadership role dedicated to strengthening community safety through fairness, innovation, and evidence-based practices. We are seeking a leader who not only brings professional expertise, but who is deeply committed to equity, inclusion, and improving outcomes for all communities we serve.

THE IDEAL CANDIDATE WILL BE:

- Innovative and forward-thinking, eager to develop creative community-centered solutions to complex system challenges.
- A champion of transparency and collaboration, fostering open communication across staff, justice partners, and diverse community stakeholders.
- Culturally responsive and relationship-focused, building trust with communities disproportionately impacted by the justice system.
- Politically and organizationally astute, able to navigate complex landscapes with integrity and clarity.
- Committed to equitable, research-based operations, driving strategies that reduce recidivism, promote accountability, and support long-term success.

THE DEPARTMENT:

The Santa Cruz County Probation Department is a national leader in research-driven, person-focused practices, to support clients and young persons, enhance public safety and reduce harm. This includes evidence-based supervision models proven to reduce recidivism; interventions that address the root causes of criminal behavior, with attention to equity and individual needs; meaningful, community-based alternatives to incarceration which promote healing and reduce disparities; and services tailored to the strengths and circumstances of individuals, ensuring that support is fair, respectful, and impactful. The Department strives to serve as a trusted, effective alternative to incarceration—one that earns the confidence of the courts, justice partners, and the community by demonstrating equitable outcomes and reduced recidivism.



SUMMARY OF QUALIFICATIONS:

Two years of broad and progressively responsible administrative and managerial experience that includes working with peace officers in community corrections, probation, parole, or the criminal justice system;

OR

Two years of experience performing duties equivalent to the class of Probation Division Director in Santa Cruz County;

OR

Equivalent combination of training, education, and experience that would provide the required knowledge and abilities listed in the job specification.

SPECIAL REQUIREMENTS AND CONDITIONS:

Possession of a valid California Class C Driver's License or the employee must be able to provide suitable transportation which is approved by the appointing authority. Completion of mandated Standards and Training for Corrections (Manager/Administrator Core Course) in the first year of job assignment.

Background Investigation: Ability to pass a full background investigation to meet provisions of Government Code 1029, 1029.1 and 1031.

Special Working Conditions: Exposure to the possibility of bodily injury; infections which may cause chronic disease or death; combative minor detainees; offensive odors; high noise levels; insect bites, dust and pollens. Physically and mentally capable of performing the positions essential functions as summarized in the specifications typical tasks. Apply a reasonable degree of physical exertion to control client behavior in emergency situations.

Other Special Requirements: Availability to respond to emergencies as needed on a 24-hour basis, which may include evenings, weekends, and/or holidays.





THE COMMUNITY:

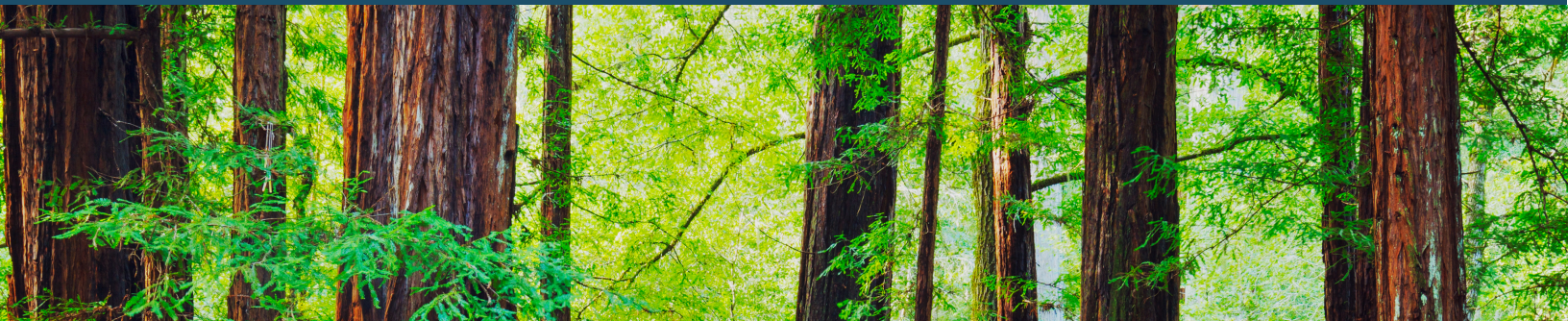
Stunning Santa Cruz County has approximately 260,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests, and rich farmland. The County enjoys an ideal Mediterranean climate with low humidity and approximately 300 days of sunshine a year. The area's unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art as well as golfing, surfing, hiking, and biking, offer a wealth of leisure activities. There are numerous local higher education institutions including Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour away. These elements make Santa Cruz County a great place to **live, work, and play!**

THE APPLICATION PROCESS

Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Suite 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.





SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Describe your experience with a) preparing budgets and monitoring fiscal trends and b) developing outside or additional revenue for services and programs.
2. Describe your work experience implementing new tools, policies and practices. Please be specific about your role and what steps you took. Include the challenges you were faced with and the final outcome.
3. Describe your experience in advancing criminal justice reforms (adult and/or juvenile) including evidence-based practices and culturally responsive programs.
4. Describe your experience with fostering collaborative partnerships that result in collective impact opportunities for justice involved populations and the result.

TENTATIVE SCHEDULE

Application Deadline:

Monday, May 4, 2026

Advisory Panel Interviews:

Week of May 18, 2026



HIGHLIGHTED BENEFIT OFFERINGS:

Medical, Dental, and Vision

Medical coverage is available through CALPERS with the County paying a majority portion of the cost for the employee and dependents. The cost of the dental plan is entirely County-paid for employees and dependents. The County pays for the cost of an employee vision plan and the employee may purchase dependent coverage.

Retirement and Social Security

1959 Survivor's Benefit plus pension formula 2% at age 50 or 2.7% at age 57 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County pays a portion of retirement contribution.

LIFE INSURANCE AND LONG-TERM DISABILITY PLAN

County paid \$50,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long term disability plan that pays 66 2/3% of the first \$13,500, up to \$9,000 per month maximum benefits.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.