

County of Santa Cruz

Invites you to apply for:

CHIEF PROBATION OFFICER

Supplemental Questionnaire Required

Open and Promotional

Salary: \$189,530 – 253,947 Annually

Closing Date: Friday, September 19, 2025

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www.santacruzcountyjobs.com

THE POSITION:

The County of Santa Cruz is seeking a forward-thinking, collaborative, and visionary leader to serve as Chief Probation Officer. This executive-level role is appointed by the County Executive Officer in partnership with the Superior Court and is responsible for the overall leadership and administration of the Santa Cruz County Probation Department.

The department is a nationally recognized leader in justice reform, committed to public safety, equity, and positive outcomes for adults and youth. The department supports individuals and families through all phases of the justice system with a focus on evidence-based practices, custody alternatives, and humane, developmentally appropriate care. As an arm of the Court, the department provides pretrial assessments, probation supervision, alternative custody, and juvenile detention through five divisions: Administration, Pretrial Services, Adult Services, Juvenile Services, and Juvenile Hall.

AS CHIEF PROBATION OFFICER, YOU WILL:

- Lead a dynamic team of 135 employees and manage a department budget of over \$37 million
- Develop and oversee policy and strategic initiatives in collaboration with the Superior and Municipal Courts, Board of Supervisors, County leadership, Community Corrections Partnership, Commission on Justice and Gender, Juvenile Justice Coordinating Council, and Juvenile Justice and Delinquency Prevention Commission
- Shape programs that promote safety, rehabilitation, and accountability within the justice system
- Pursue and manage grant funding, drive innovation in programming, and build strong partnerships with community organizations and public agencies
- Represent the department at local and state-level meetings, conferences, and advisory boards
- Collaborate with many diverse stakeholders, including law enforcement agencies, prosecuting attorneys, defense attorneys, public and private community-based organizations, and the community within the justice system
- Serve as a key advisor on complex case matters and emerging issues in criminal and juvenile justice reform

This is an exceptional opportunity for a seasoned criminal justice professional who is passionate about equitable practices, systems change, and impactful public service. The ideal candidate will bring a strategic results-oriented mindset, strong interpersonal skills, and a deep commitment to collaborative leadership.



SUMMARY OF QUALIFICATIONS:

Any combination of education and experience which would provide the required knowledge and abilities is qualifying, unless otherwise specified. A typical way to obtain the knowledge and abilities would be:

Three years of broad and extensive managerial experience in probation or a closely related field.

SPECIAL REQUIREMENTS:

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.

THE COMMUNITY:

Stunning Santa Cruz County has approximately 270,000 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!**

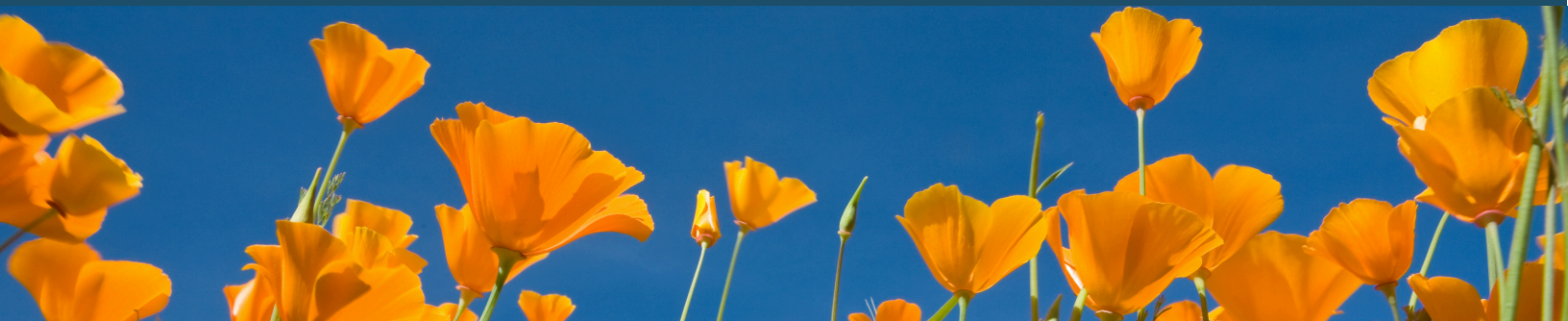
THE APPLICATION PROCESS

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.

Some positions may require Fingerprinting and/or Background Investigation.





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 leading a Probation Department.
2. Describe your experience managing departmental budgets and complex departmental programs. Include the total budget, number and type of staff under your direction and how you provided budgetary and policy guidance. Include your experience in seeking outside funding to implement new programs.
3. Describe your experience working with the Courts and other justice system partners in the development of innovative probation services for both adults and juveniles.
4. Describe the methods you have used to determine the effectiveness of programs under your direction.
5. Describe your experience implementing a project or program that resulted from new legislation or a change in the law, such as AB 109/Public Safety Realignment and SB 823/Juvenile Justice Realignment.



TENTATIVE SCHEDULE

Application Deadline:

Friday, September 19, 2025

Oral Board Examination:

Friday, October 17, 2025

Interviews:

Week of October 27, 2025



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 \$100,000 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.