County of Santa Cruz

INVITES YOU TO APPLY FOR:

SOCIAL WORK SUPERVISOR I

Bilingual (English/Spanish) encouraged to apply

Supplemental Questionnaire Required

Open and Promotional

Job # 26-SN6-01

Salary: $7,665 – 9,703 / Month

Closing Date: Friday, October 9, 2026

County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.
Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB: Under general direction, to plan, organize, supervise and review the work of social workers; and to do other work as required. Social Work Supervisor I incumbents supervise social work unit staff providing moderate to complex casework services.

THE CURRENT VACANCY IS IN THE HUMAN SERVICE DEPARTMENT, ADULT AND LONG TERM CARE (ALTC) DIVISION. THE LIST ESTABLISHED FROM THIS RECRUITMENT WILL BE USED TO FILL CURRENT AND FUTURE VACANCIES DURING THE LIFE OF THE ELIGIBLE LIST.

The option for remote work may be available based on the type of work and operational needs, upon successful completion of probation.

THE REQUIREMENTS: Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain these knowledge and abilities would be:

TRAINING AND EXPERIENCE EQUIVALENT TO TWO YEARS OF SOCIAL CASEWORK EXPERIENCE COMPARABLE TO A SOCIAL WORKER II IN SANTA CRUZ COUNTY

SPECIAL REQUIREMENTS: Positions in this class require a valid California Class C Driver License or the employee must be able to provide suitable transportation which is approved by the appointing authority.

KNOWLEDGE: Thorough knowledge of social casework objectives, principles and methods, and casework management and organization; community resources; interviewing techniques and problem-solving

methodology; the scope and nature of current problems in the field of social work; and the principles of human behavior and development and psychological defense mechanisms. Working knowledge of the functions of public social service agencies; and the laws, policies and procedures of County social service programs. Some knowledge of the principles of supervision and training.

ABILITY TO: Plan, organize, supervise and evaluate the work of subordinate staff; assess employee development and provide training in casework techniques and practices; establish and maintain effective working relations with others; evaluate case problems and provide leadership and consultation to social workers in the development and implementation of case plans; understand, interpret and apply regulations and departmental policies and procedures; coordinate and integrate the work of subordinates; plan, schedule and conduct individual and group meetings; and prepare and present effective written, statistical and oral reports.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 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.

SOCIAL WORKER SUPERVISOR I – 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.

NOTE: 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 supervisory or lead worker experience including how you assessed performance and provided training or coaching to improve casework. Please include the number of people you led, their titles, functions, and scope of responsibility.

2. Describe your experience working with vulnerable populations including the elderly, people with disabilities, and / or people impacted by the legal systems.

3. Describe your experience working with social service agencies or other governmental entities and how you have coordinated services effectively across systems in your recent experience.

EMPLOYEE BENEFITS:

ANNUAL LEAVE - 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.
HOLIDAYS - 14 paid holidays per year.
BEREAVEMENT LEAVE - 3 days paid in California, 5 days paid out-of-state.
MEDICAL PLAN - The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.
DENTAL PLAN - County pays for employee and eligible dependent coverage.
VISION PLAN - County pays for employee coverage. Employee may purchase eligible dependent coverage.
RETIREMENT - Pension formula 2% at age 60 or 2% at age 62 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 participates in Social Security.
LIFE INSURANCE - County paid $20,000 term policy. Employee may purchase additional life insurance.
DISABILITY INSURANCE - Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.
DEPENDENT-CARE PLAN - Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."
H-CARE PLAN - Employees who pay a County medical premium may elect this pre-tax program.
HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) - Employees may elect this pre-tax program to cover qualifying health care expenses.
DEFERRED COMPENSATION - A deferred compensation plan is available to employees.

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