



County of Santa Cruz  
**INVITES YOU TO APPLY FOR:**

**SOCIAL WORK SUPERVISOR II – FCS/APS**

*Open and Promotional*  
**Salary: \$8,393 - 10,613 / Month**  
**Closing Date: Friday, August 29, 2025**

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**APPLY NOW**



SCAN HERE

**SUPPLEMENTAL  
QUESTIONNAIRE  
REQUIRED**

[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)

*Women, people of color, and people with disabilities are encouraged to apply.*

## **THE JOB:**

Under general direction, plan, organize, supervise and review the work of social workers; and perform other work as required. The supervisor will be responsible for formulating and carrying out the most responsible and difficult casework; overseeing interagency coordination around complex cases; providing consultation to social workers in the areas of abuse and neglect of children or dependent adults; developing controls to accomplish work within framework of established laws, policies, procedures and priorities; reviewing and approving case summaries and service plans; assisting subordinates in developing and improving social work skills; coaching and providing reflective supervision; scheduling emergency and on call coverage and providing back-up response and consultation services; evaluating potential clients for program eligibility and making difficult decisions to accept and/or terminate clients from the program. **The current vacancy is in the Human Services Department with the Family and Children's Services Division.** The list established will be used to fill the current vacancy and it may also be used to fill other 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 a Master's Degree in Social Work or a Master's Degree from a two-year counseling program from an accredited college, AND two years of social casework experience comparable to a Senior Social Worker 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.

*REQUIRED KNOWLEDGE AND ABILITIES CAN BE FOUND HERE:*

[www2.santacruzcountyca.gov/personnel/Specs/SN8spec.html](http://www2.santacruzcountyca.gov/personnel/Specs/SN8spec.html)

## **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 experience supervising and/or serving as a lead worker to a staff of employees. Please indicate how you motivate and support your staff especially during challenging times.
2. Please share which specific strategies you have implemented to foster an inclusive work environment where all employees feel valued and respected. Which of these strategies have you found most impactful in building a diverse workforce and creating a culture that celebrates and leverages different perspectives?
3. Describe your field experience with Social Services. Please indicate how you organize and prioritize work in such a fast paced, crisis driven work environment. Please give an example of a time where you had multiple deadlines due at the same time and what strategies did you employ to meet deadlines.



## **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:** The provisions of this bulletin do not constitute an expressed or implied contract.