

COUNTY OF SACRAMENTO

Director of Child, Family, and Adult Services



SACRAMENTO
COUNTY

The Community

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents, and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova, and Sacramento. The population of Sacramento County's unincorporated area is approximately 600,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is a metropolitan area with a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.



County Government

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. The four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Health and Human Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care Services, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's Approved Fiscal Year (FY) 2026-27 budget is approximately \$9.0 billion, and there are more than 12,800 full-time employee positions.



The Department

The Department of Child, Family and Adult Services (DCFAS), as part of the Health and Human Services Agency (HHSA) reporting to the Deputy County Executive for HHSA, provides services and programs to residents of unincorporated Sacramento County and the seven cities within its boundary. The department provides services and supports to promote the safety, health and well-being of children, families, dependent adults and older adults. Services focus on promoting protective factors, strengthening families, and supporting older adults and individuals with disabilities to live with dignity and respect in home-based or least restrictive settings.

- **Child Protective Services (CPS)** – Provides programs and services designed to promote a safe, permanent and nurturing environment for children, youth and young adults (up to age 21) who have experienced abuse, neglect and/or exploitation, while strengthening and attempting to preserve the family unit. Operations include the CPS Hotline, investigations, voluntary services for at risk families, court-involved permanency services, foster care placements and Extended Foster Care which serves young adults through the age of 21. In addition, the department oversees operations of three licensed Temporary Shelter Care Facilities.
- **Senior and Adult Services (SAS)** – Promotes the safety, health and well-being of older adults and individuals with disabilities by providing protection from abuse, neglect and exploitation, while striving to preserve their independence and self-determination. SAS programs include the Public Administrator/Guardian/Conservator, Adult Protective Services (APS), In-Home Supportive Services (IHSS) which helps elderly and/or disabled adults remain in their own homes with the support of in-home care, and the IHSS Public Authority. SAS also works closely with the Sacramento County Public Authority.
- **Quality Management and Administrative Services (QMAS)** – Directs resources toward creative strategies utilizing data to improve practices, processes and outcomes. Operations include workforce development, data analysis, policy development, budget, fiscal, contracts, asset management, facilities, Gifts From the Heart and the Civil Rights program.

The Fiscal Year 2026-27 Budget is \$326.7 million and includes funding from Federal, State, Realignment, and Grants. There are currently 1,312.6 full-time positions in the Department.

The Position

The Director of Child, Family, and Adult Services is an at-will position appointed by the Board of Supervisors, reporting to, and receiving overall guidance from the Deputy County Executive – Health and Human Services. The Director plans, organizes, evaluates, and directs the operations and activities of the Department of Child, Family, and Adult Services. This position functions as the appointing authority of the Department. Through subordinate managers and by working collaboratively, the incumbent is responsible for developing and managing the goals, objectives, and policies of the Department. The incumbent is responsible for advising and assisting the officials of the County agencies, departments, boards and commissions with respect to matters assigned to the department. The incumbent acts as the County liaison with funding and regulatory agencies, obtains program approval, and presents and justifies budgetary recommendations; ensures a cooperative working relationship with the Board of Supervisors, top County management officials, state and federal agency representatives, advisory board members, and community representatives and partners; and identifies opportunities for efficiency improvements in legislative and regulatory review processes. Specific duties include:

- Assists the Deputy County Executive in providing policy guidance to the County Executive and the Board of Supervisors
- Plans, organizes, directs, and evaluates the organization, programs, and activities of a department
- Provides leadership in the County's efforts to promote the health, safety, and well-being of the children, seniors, families, and general residents of the County
- Coordinates activities of the Department managers and works in partnership with other County directors to solve both major and minor systemic issues
- Identifies the strategic direction for the department based on the vision, mission, service level needs/requirements, and overall County strategic plan
- Develops and manages the department goals, objectives, and policies to meet the department's strategic direction
- Through subordinate personnel, plans, organizes, directs, and evaluates the operations of the department
- Develops, and/or evaluates proposals for programs, services, and projects to meet service needs/requirements, to respond to regulatory or legislative changes, and/or to resolve identified problems
- Ensures effective utilization of available resources by managing organizational change, allocation of staff resources, and work process
- Selects, trains, supervises, develops, and evaluates subordinate personnel; monitors and directs employee relations activities
- Develops and maintains effective working relationships with Federal, State, and local government agencies and community groups to ensure service goals/requirements are met and to coordinate for program effectiveness and efficiencies
- Directs the review, planning, evaluation, and development of the departmental budget. Oversees administration of the departmental budget and ensures appropriate fiscal controls and reporting processes are in place
- Reviews, analyzes, develops, and interprets legislation and regulations applicable to the design and delivery of contemporary health and human services
- Develops, recommends and oversees the implementation of policies and procedures for compliance
- Represents the department and the County; works closely with governmental agencies, Board of Supervisors, public and private organizations and community and media groups to provide technical assistance and address issues of mutual concern
- Makes presentations to regulatory, governing, and related councils and boards
- Prepares or coordinates the preparation of a wide variety of reports and presentations regarding department services and operations
- Responds to and/or reviews recommendations to resolve, complex problems or complaints; takes or directs appropriate remedial action

The Ideal Candidate

The County of Sacramento is seeking a dynamic individual with extensive, in-depth management experience in the provision of child welfare and/or senior and adult services.

Ideal candidates will demonstrate high-level experience with as well as the ability to:

- Build positive and collaborative relationships with the Board of Supervisors, County leadership, staff and customers
- Be an effective and trusted leader and change agent
- Possesses a strong understanding of Welfare and Institutions Code and licensing requirements
- Effectively manage various competing priorities and projects in a shifting policy and funding landscape
- Professionally and effectively represent the County of Sacramento in interactions with elected officials, the State, community partners, the public, customers, other government organizations, etc.



Desirable Qualifications

The ideal candidate will have a broad background in child welfare and/or senior and adult services as well as experience with each of the following: program planning and implementation, budgeting, contract negotiation and monitoring, development of a comprehensive and collaborative service delivery system, and supervision and management of staff. Ideal candidates are hands-on, strategic managers who have proven leadership ability to effectively manage the service programs towards established goals. Serving within the Health and Human Services Agency, the County is seeking an experienced leader who understands and strives to build upon integrative and seamless services across departments with a strong focus on collaboration with partners from the Public Safety and Justice Agency.

The County is looking for a self-driven and enthusiastic leader with solid experience. Ideal candidates are experienced leaders who hold staff accountable while promoting teamwork and cultivating an environment of mutual respect. The ideal candidate must be personable and approachable and work well with individuals at all levels of the organization. They will be a results-oriented leader who is focused on outcomes and quality care for those we serve. Successful candidates will exemplify tremendous personal integrity and dedication to public service in addition to having exceptional interpersonal and communication skills. Highly qualified candidates will have substantial experience with high-level management responsibility formulating and implementing comprehensive operational child welfare and adult protective programs, functions, budgets, and administrative processes for a large governmental agency.

Education: A Master's degree or higher from an accredited college or university in business administration, public administration, social work, psychology, sociology or a closely related field.

Experience: A typical way to meet this requirement would be five (5) years of progressively responsible management in the delivery of child welfare, senior and adult, behavioral health, or related social services. This experience will include program planning and implementation, budgeting, contract negotiation and monitoring, development of a comprehensive, collaborative service delivery system, and supervision of management staff.

This high-level management responsibility would also include experience formulating and implementing comprehensive operational programs, functions, and budgets.

Experience working within a large governmental jurisdiction is highly desirable.

Compensation

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is **\$277,286.40 - \$305,704.08** annually.

The attractive benefits program includes:

- **Retirement** – The County's defined-benefit pension plan is provided by the County Employees' Retirement Law of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.
- **Auto Allowance** – \$550 per month.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Dental Insurance** – Covers 100% of the dental plan premium for the employee and eligible dependents.
- **Deferred Compensation** – A Deferred Compensation Program is available through the County 457(b) Deferred Compensation Plan. For each 1% contribution made by the employee to the 457(b) Deferred Compensation, up to a total of 5%, the County will provide a corresponding percentage match into a 401(a) plan for the pay period.
- **Life Insurance** – \$50,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase up to \$1,000,000 in additional life insurance coverage.
- **Holidays** – 14.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Management Leave** – Up to 80 hours of management leave annually that are replenished at the start of the next calendar year up to a maximum of 80 hours.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits** – The County contributes into a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 4% longevity pay.





Application and Selection Procedure

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of three work-related references (one supervisor, one direct report, and one colleague, who will not be contacted until final stages and only with prior permission of the candidate) by the first resume review date of November 16, 2026. Resume should reflect years and months of employment, beginning/ending dates, as well as size of staff and budgets you have managed.

Please go to our website to submit your application: <https://cpshr.us/recruitment/2686>

For further information contact:



Fatima Nukic

Email: fnukic@cpshr.us

Website: www.cpshr.us/search

The County is holding the week of **December 14, 2026** for first round interviews and the week of **January 11, 2027** for in-person second round interviews. The recommended candidate's final approval is scheduled to be presented to the Board of Supervisors on **February 23, 2027** or sooner. The target start date for the new hire is **March 2027**.

Sacramento County is about enriching communities to thrive. We strive to create inclusive workplaces that reflect the communities we serve. We value and celebrate the unique perspectives, backgrounds, abilities, and diverse dimensions of our employees and residents. Through transparency, courage, innovation, and trust we are committed to advance equity and transformational change.

We are a proud equal opportunity employer. If you need assistance or an accommodation due to a disability for any phase of the hiring process, please contact our Disability Compliance Office at dco@sacounty.gov or 916-874-7642, CA Relay 711.