



one  
COUNTY  
one  
FUTURE



Deputy Chief Probation Officer  
County of Santa Barbara, CA



# The County

Santa Barbara County is located approximately 100 miles north of Los Angeles and 300 miles south of San Francisco, with Ventura and San Luis Obispo bordering either side often referred to locally as the “Tri-Counties”. Eight incorporated cities are located within the County: Santa Barbara, Santa Maria, Lompoc, Goleta, Carpinteria, Guadalupe, Solvang, and Buellton.

Santa Barbara County is celebrating a remarkable milestone in 2025, 175 years since its founding as one of California’s original 27 counties. Established on February 18, 1850, the County has grown from its early days into a vibrant region known for its cultural heritage, natural beauty, and strong sense of community and resilience. In addition, the mild climate, picturesque coastline, scenic mountains, and numerous parks and beaches make the County a popular tourist and recreational area.

# The Department

The Santa Barbara County Probation Department is dedicated to promoting public safety and fostering positive change in our community. The Department operates four (4) field service offices, two (2) Adult Probation Report and Resource Centers, and one (1) Juvenile Justice Center. At the heart of the Department lies a team of 330 passionate professionals, 65% of whom are deputized or have peace officer powers. The Chief Probation Officer, who is selected by the judges of the Superior Court and appointed by the Presiding Judge, has overall responsibility for the Department. There are three (3) sworn Deputy Chief Probation Officers. Each is responsible for operations of a specific division and/or discipline: Adult Community Supervision Services; Adult Pretrial and Court Services; and Juvenile Services and Facilities. Fiscal, Revenue Recovery, Professional Standards Unit, Information Technology and support services are under the oversight of the Chief Financial and Administrative Officer.

## **The Department’s Mission is to protect and serve the community by:**

- ▶ Providing information and recommendations to the Courts
- ▶ Providing safe, secure, and effective juvenile detention and treatment programs
- ▶ Enforcing court orders and post-release community supervision conditions
- ▶ Supporting rehabilitation and requiring responsibility/accountability.
- ▶ Supporting victims of crimes by facilitating reparation and restitution collection

## **The Department’s Vision is to promote safety in the community through:**

- ▶ Delivering corrections services that are evidence-based, community-oriented, strength-based, and family-focused
- ▶ Guiding, motivating, and directing clients to take personal responsibility for their actions and facilitating case plans that support their success in the community
- ▶ Maintaining collaborative partnerships with the Courts, law enforcement, county agencies, schools, and community service agencies
- ▶ Supporting victims by serving as an informational resource, establishing and collecting restitution, and providing balanced and restorative justice interventions for the community
- ▶ Encouraging active and informed community responses to crime



# The Opportunity

Known for its collaborative culture and stellar reputation, the Probation Department is seeking a Deputy Chief Probation Officer (DCPO) to join its outstanding team.

Under the direction of the Chief Probation Officer, the DCPO will plan, organize and direct the activities of a Division in the Probation Department including but not limited to: implementing policy as determined by the Chief Probation Officer; acting for the Chief Probation Officer during absences; chairing countywide and multidisciplinary workgroups; and performing related work, as required. As a member of the executive team, a DCPO is responsible for embracing innovation and providing vision and guidance to meet the challenges of the present and shape the Department of the future, while maintaining or exceeding the current standard of excellence. The DCPO is an at-will assistant department leader position which serves at the pleasure of the Chief Probation Officer and is exempt from the civil service system.

The County is flexible in allowing DCPOs to work out of the County Probation office closest to their residence, but DCPOs must be available to travel throughout and outside of the County on a regular basis. DCPOs may choose to be armed, but it is not required.

Top areas of focus of this DCPO will be:

- ▶ Succession planning
- ▶ Personnel management
- ▶ Budget preparation and management
- ▶ Promoting countywide collaboration and partnership
- ▶ Leading and/or participating in high level multi-department project planning and implementation
- ▶ Ensuring the provision of quality work product to the Chief and stakeholders
- ▶ Preparing presentations for and appearing before the Board of Supervisors
- ▶ Leading Brown Act meetings
- ▶ Innovation-focused, to maintain an industry-leading workforce

The position is open due to the retirement of the incumbent.





# The Ideal Candidate

The County of Santa Barbara is seeking a seasoned Probation professional to join the high-performing department. This is a unique opportunity to lead, innovate, and advance your career. The ideal candidate will have:

- ▶ Expansive knowledge of the criminal justice system, including current reentry practices, the principles of evidence-based practices for community corrections, trauma-informed care, multi-disciplinary collaborative models, and positive youth development approaches.
- ▶ Experience across a broad spectrum of Probation functions and services, including adult and juvenile field services, juvenile detention facilities, and grants.
- ▶ Ability to represent the Department professionally, lead with confidence, take educated risks, and make decisions in the absence of the Chief Probation Officer.
- ▶ Extensive knowledge of federal, state, and local laws, codes, regulations, standards, and local issues impacting our criminal justice system.
- ▶ Experience with managing and developing a diverse and results-oriented management team.
- ▶ An understanding of and experience with budget preparation and management.
- ▶ Excellent communication and interpersonal skills, and a high degree of professional maturity.
- ▶ An understanding of how to develop, analyze and interpret data, and use data to inform decision-making.
- ▶ Demonstrated success in multi-agency and stakeholder collaborations and community relations.
- ▶ Experience in project management and implementation, policy development, and planning.

The ideal candidate will embrace new and innovative ideas and engage with staff to spark creativity and lead others towards effective and data driven solutions. This person will be action-oriented and willing to take appropriate risks with courage and confidence. This person must be hard-working, analytical, and a confident public speaker with a professional demeanor.

This person will also enjoy collaborating with diverse staff, stakeholders, and the community. The successful candidate will be a genuine, humble, and good-humored professional who is committed to helping the department develop the next generation of leaders.

Lastly, the selected candidate MUST be willing to relocate to the tri-counties area.

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## Education, Experience and Certifications

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Any combination of the required experience, education, and training that would provide the essential knowledge, skills, and abilities is qualifying. A typical way to acquire the required knowledge and abilities would be:

- ▶ Equivalent to a bachelor's degree from an accredited four-year college or university in criminal justice, psychology, sociology, or related field, and seven years of progressively responsible probation or parole experience, four years of which have included the management of programs and staff within criminal probation or parole; correctional, rehabilitative and/or detention institutions; or criminal justice programs.
- ▶ Candidates must have senior management supervision experience. At a minimum, candidates must possess a minimum of two years' experience managing community corrections programs at the division level. This includes managing supervisors who in turn supervise probation officers. Supervisory experience alone is not sufficient.
- ▶ California experience is highly desirable. It is preferred that candidates have experience in at least two of the following three areas: adult services, juvenile services, and juvenile justice facilities. In addition, being active in relevant professional associations is encouraged.
- ▶ The incumbent must successfully complete a Board of State and Community Corrections/Standards and Training for Corrections approved Manager/Administrator Core Course within the first year of employment.
- ▶ The incumbent will be required to provide completion certificates and training records for previous probation required training completed including but not limited to Deputy Probation Officer Core, Juvenile Corrections Officer core, Supervisor Core, PC 832, and Criminal Justice Information System security awareness.

- ▶ Must meet minimum peace officer standards as specified in California Government Code Sections 1029 and 1031, including but not limited to: no prior felony convictions; good moral character, as determined by thorough background investigation (this includes a polygraph examination); submission of fingerprints for purpose of a criminal record check; and found to be free from any physical, emotional or mental condition which might adversely affect the powers of a peace officer.
- ▶ Possession and maintenance of a valid California driver's license and the ability to meet automobile insurability requirements of the County or the ability to provide suitable transportation needs as a condition of continued employment may be required.

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## Background Investigations

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The successful candidate must meet peace officer standards and will be required to successfully complete a background investigation, which will include:

- ▶ An interview and a thorough check of police records; personal, military and employment histories; and an inquiry of persons who know you to and evaluate whether you respect the law and rights of others, are dependable and responsible, have demonstrated mature judgement in areas such as the use of drugs and intoxicants, are honest, and are a safe driver.
- ▶ A polygraph examination will measure the accuracy of information given during the background investigations.
- ▶ A psychological examination will be given by a psychologist. You will be evaluated on the psychological factors related to successful performance to determine if you are presently suited for the position.
- ▶ A medical examination.







## Compensation

The salary for this position is within an established annual range of \$167,514 to \$213,790, and will be dependent upon the qualifications and experience of the selected candidate. The County also provides a hiring bonus. In addition, benefits are provided which include:

- ▶ Medical - During the term of this agreement, the County shall contribute up to 100% (pro-rated for part-time employees) of the Low Option EPO employee-only premium cost twice monthly.
- ▶ Dental – The County shall contribute up to \$13.03 twice monthly.
- ▶ Flexible Spending Plan - Options include: Health Insurance Pretax Premiums, Medical/Dependent Care Spending, Life/Accident Insurance for employee and family.
- ▶ Disability Insurance - County paid Long Term Disability Insurance.
- ▶ Life Insurance - \$30,000 Term Life
- ▶ Retirement Benefits – Retirement Plan (the County offers a Defined Benefit Plan), and 457 Deferred Compensation Plan (voluntary participation)
- ▶ Sick Leave – 12 days per year
- ▶ Vacation Leave
- ▶ Holidays – 12 days per year
- ▶ Administrative Leave – 80 hours maximum/year
- ▶ Alternate Transportation Benefits - .62 vacation hours biweekly
- ▶ Auto Allowance - \$104.80 biweekly

Please go to [Benefits Information](#) for more details.

## How to Apply

Please apply **on-line** by **October 17, 2025** at [www.alliancerc.com](http://www.alliancerc.com). For questions, inquiries or candidate recommendations, please contact:

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