



## ASSISTANT DIRECTOR OF CHILD SUPPORT SERVICES / CHIEF ATTORNEY

### DEFINITION & DISTINGUISHING CHARACTERISTICS

#### Definition:

Under ~~general~~ administrative direction, assists the Director of Child Support Services in planning, directing, organizing, and coordinating the programs and activities of the Department of Child Support Services; directly manages, supervises, and coordinates the activities and operations of the legal division, including preparing and litigating the most complex and sensitive civil, possible criminal, paternity, and child support cases; acts on behalf of the Director of Child Support Services during absences; and performs related duties as assigned.

#### ~~Distinguishing Characteristics:~~ SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the Director of Child Support Services. Exercises direct supervision over

~~This is a~~ management, professional, technical, and administrative support staff.

#### CLASS CHARACTERISTICS

This is an assistant department director classification responsible for planning, organizing, reviewing, and evaluating that manages and directs the day-to-day activities of the department, and assisting assists in the administration and operation of the Department of Child Support Services, which includes all legal and operational functions. In addition, as needed, the incumbent is expected to carry an assigned caseload that represents the most complex cases. Responsibilities include developing and implementing policies and procedures for assigned programs, budget administration and reporting, and program evaluation. Performance of the work requires the use of considerable independence, initiative, and discretion within established guidelines.

This class is distinguished from the Director of Child Support Services in that the latter is a department head with responsibility for overall policy development, program planning, fiscal management, and operation of the department.

#### EXAMPLES OF ESSENTIAL TYPICAL JOB FUNCTIONS (Illustrative Only)

- Assists the Director of Child Support Services in developing and implementing goals, objectives, policies, procedures, activities, and programs for the Department of Child Support Services; prepares and administers program budgets.
- Plans, directs, coordinates, and reviews the work plan for subordinate staff; assigns work activities, projects, and programs; reviews and evaluates work products, methods, and procedures; meets with staff to identify and resolve problems.

- Directly manages all activities of the legal division and ~~in-directly~~indirectly manages other divisions within the Department of Child Support Services ~~Department~~, including preparing and litigating the most complex and sensitive civil, possible criminal, paternity, and child support cases.
  - Reviews and analyzes legislation, regulations, and directives to determine their impact on program goals and objectives, program administration, and the community; ensures that assigned programs operate in compliance with County, state, and federal rules and regulations.
  - Recommends the appointment of personnel; provides or coordinates staff training; conducts performance evaluations; implements discipline procedures as requested; maintains discipline and high standards necessary for the efficient and professional operation of the department.
  - Writes opinions and briefs; negotiates and settles complex and sensitive child support cases.
  - Reviews criminal cases for referral to the District Attorney's Office.
  - Provides advice and guidance to legal staff; confers with subordinate attorneys regarding child support enforcement cases that are highly complex, of great interest to the public, or which have significant implications as to legal precedent; may personally direct the litigation of cases.
  - Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; recommends, within departmental policy, appropriate service and staffing levels.
  - Prepares resolutions for the Board of Supervisors' consideration; represents the department before the Board of Supervisors, governmental agencies, and community groups.
  - Works collaboratively with other County departments, community agencies, and other public and private jurisdictions in order to develop cooperative and effective working relationships.
  - Oversees the department in the absence of the Director. ~~Performs related work as assigned.~~
- MINIMUM-Performs related duties as assigned.

## **QUALIFICATIONS**

### ~~Education and Experience:~~

~~Where college degrees and/or college course credits are required, degrees and college units must be obtained from a regionally accredited college or university. Courses from non-accredited institutions will not be evaluated for this requirement.~~

~~Graduation with a Juris Doctorate degree from an accredited school of law; and six (6) years of progressively responsible experience as an attorney practicing child and family support law within the State of California.~~

~~At least two (2) years of supervisory and/or management level experience is highly desired.~~

### **Other Requirements:**

- ~~➤ Membership in good standing with the California State Bar Association.~~
- ~~Possession of, or ability to obtain, a valid California driver's license.~~

### **Knowledge of:**

- Operations, services, and activities of a comprehensive child support services department.
- Child support programs at the federal, state, ~~of~~and local level, including the establishment, modification, and enforcement of child support orders.
- Principles and application of civil and criminal family law, trial procedures and techniques, conduct of court proceedings, rules of evidence, legal research methods, and judicial procedures.
- Advanced principles and practices of child support in the local courts.
- Principles and practices of employee supervision, including work planning, assignment review and

evaluation, discipline, and the training of staff in work procedures.

- > Principles and practices of leadership.
- > California statutory and case law.
- > Negotiating techniques.
- > Principles and practices of budget development and administration.
- > Principles and practices of contract administration.
- Principles and techniques for working with groups and fostering effective team interaction to ensure teamwork is conducted smoothly.
- > Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and County staff.
- > ~~Correct~~ The structure and content of the English ~~usage~~ language, including the meaning and spelling, of words, rules of composition, and grammar, and punctuation.
- ~~Principles of business computer applications related to the work.~~
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.

**Ability to:**

- > Provide administrative, management, and professional leadership for the Department of Child Support Services.
- > Select and supervise staff, provide training and development opportunities, ensure work is performed effectively, and evaluate performance in an objective and positive manner.
- > Assist in developing and implementing goals, objectives, practices, policies, procedures, and work standards.
- > Plan, organize, and implement multi-faceted programs and activities; identify and recommend alternative or enhanced programs.
- > Prepare and present statements of law and fact, and argument clearly, logically, and persuasively in written and oral form in all matters.
- > Negotiate the disposition of cases.
- > Review and investigate complaints; evaluate complaints to determine proper course of action and/or referral for satisfactory resolution.
- > Coordinate enforcement and investigative operations with the litigation of civil and criminal violations of law and child support enforcement actions.
- > Understand, interpret, and apply federal, state, and local policies, laws, and regulations.
- > Research and analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
- > Prepare clear and concise reports, correspondence, and other written material.
- > Exercise sound independent judgment within general policy guidelines.
- Effectively represent the department and the County in meetings with governmental agencies; community groups; various business, professional, and regulatory organizations; and in meetings with individuals.
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.

- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- ➤ ~~Establish and, maintain cooperative, and foster positive and effective~~ working relationships with ~~a variety of citizens, public and private organizations, boards and commissions, and County staff~~ those contacted in the course of work.

### **Education and Experience:**

Graduation with a Juris Doctorate degree from an accredited school of law, and six (6) years of progressively responsible experience as an attorney practicing child and family support law within the State of California.

At least two (2) years of supervisory and/or management level experience is highly desired.

### **Licenses and Certifications:**

- Possession of, or ability to obtain, a valid California driver's license by time of appointment and a satisfactory driving record.
- Membership in good standing with the California State Bar Association.

### **ENVIRONMENTAL CONDITIONS/**

#### **PHYSICAL DEMANDS**

##### **Environment:**

~~Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.~~

##### **Physical:**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, and to operate a motor vehicle to visit various County facilities and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. Standing in and walking between work areas is frequently required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification frequently bend, stoop, kneel, and reach to perform assigned duties, as well as push and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 pounds with the use of proper equipment. Reasonable accommodations will be made for individuals on a case-by-case basis.

### **ENVIRONMENTAL CONDITIONS**

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.