

CHIEF, CHILDREN, YOUTH AND FAMILY SERVICES



Posting Date: May 18th, 2021
Closing Date: Open Until Position is Filled

MONTGOMERY COUNTY, MARYLAND

<https://www.montgomerycountymd.gov/>

The Position: Chief, Children, Youth and Family Services

Montgomery County Department of Health and Human Services (DHHS) seeks a visionary executive to lead our Children, Youth and Family Services division. This position will serve as a senior member of the Department's leadership team responsible for building and nurturing a fully integrated public health and human services system.

IDEAL CANDIDATE:

The ideal candidate will demonstrate an active knowledge of the development and delivery of children, youth and family focused services and the ability to direct strategic initiatives which address root causes of inequalities, reduce barriers to services and enrich systems that contribute to the well-being of county residents. The ideal candidate will have a deep understanding of the interdependencies between human services, somatic health, and behavioral health and a strong commitment to working and partnering across these multiple domains in building an integrated public health and human services delivery system. The candidate will demonstrate a strong commitment to community engagement focused on building ongoing relationships that inform services and improve outcomes for children of all ages and their families.

AREAS OF RESPONSIBILITIES:

- Join Department senior leadership in building and managing an integrated department of Health and Human Services.
- Provide leadership in key programmatic areas of policy and program operations.
- Partner with key public and non-profit entities on policy, programmatic and operation decisions that impact client services.
- Work with Department leadership and program stakeholders to develop and deliver innovative approaches to service delivery.
- Develop recommendations to the Department Director, County Executive and other County leadership on children, youth and family related programs and initiatives.
Support Department Director in planning and implementation of special initiatives that may lead to ongoing programming.
- Utilize data from a variety of available sources, including needs assessment, focus groups, Department client data, to establish and refine service delivery.
- Develop Federal, State and County legislative proposals and provide comment and impact on legislation.
- Represent the County Executive and Department Director in meetings, conferences, advisory boards, etc.
- Oversee the development and monitoring of Departmental and Service Area budgets through program administrators and administrative services support staff.
- Provides oversight and guidance to Service Area managers to ensure effective and timely delivery of services and the development of a culturally appropriate, well trained and supported workforce.

HIGHLIGHTED QUALIFICATIONS:

Program Knowledge

- Extensive knowledge and experience developing and implementing direct service programs focused on children, youth and family services in a local government or nonprofit setting.
- Thorough knowledge of, and commitment to, customer service and client focused integrated and interdisciplinary service delivery.

Equity and Social Justice

- Understanding and commitment to equity and social justice and the role of social determinants of health on health and well-being.

Cultural Competence

- Demonstrated cultural competence obtained through successfully managing, working with and serving the needs of racially, ethnically and culturally diverse communities.
- Bilingual preferred -Spanish, French, Vietnamese, Chinese, Korean or Amharic.

Leadership

- Ability to lead, plan, implement, and evaluate programs that promote health and wellbeing and strengthen vulnerable children, youth and families.
- Extensive experience with outcome-based planning and accountability.
- Ability to communicate well and effectively motivate others to improve service delivery and outcomes.
- Demonstrated ability to adaptively approach and creatively solve problems in a changing political and economic environment.

Relationship Management

- Ability to establish collaborative and cooperative approaches to achieving goals.
- Fosters an environment of collaboration through partnerships with government agencies, private sector organizations, community-based groups, and clients.
- Creates an environment based on open, clear, and consistent communication among staff.

EXPERIENCE AND EDUCATION:

Experience: Extensive (seven (7) years) human services experience, to include five years of professional experience in the administration of children, youth, and family service programs.

Education: Graduation from an accredited college or university with a master's degree in a human service or public administration field.

Equivalency: An equivalent combination of education and experience may be substituted.

The Chief of Children, Youth and Family Services will be appointed by the County Executive and confirmed by the County Council. This is a non-merit position within the Montgomery County Government and will report to the Director of the Department of Health and Human Services.

To Apply

Interested applicants should forward a cover letter and resume to:

Susan C. Seling, Chief, Human Capital Management and Organizational Development at
susan.seling@montgomerycountymd.gov

Montgomery County government is committed to attracting and retaining a highly skilled, quality, and diverse workforce. We want people who are committed to public service and aspire to make a difference in our community.

Montgomery County offers quality compensation and a generous benefits packet. Learn more at:
<https://www.montgomerycountymd.gov/HR/Benefits/NewProspectiveEmployees.html>.

About the Division of Children, Youth and Family Services

The mission of Children, Youth and Family Services is to promote opportunities for children to grow up safe, healthy, ready for school, and for families and individuals to achieve well-being and self-sufficiency. This mission is realized through the provision of protection, prevention, intervention, and treatment services for children and their families, and through educational, support, and financial assistance for parents, caretakers, and individuals. These services work to build on the strengths of both the individual and the community in addressing issues of child development, abuse, neglect, health, and economic security.

Children, Youth and Family Services Programs

- Child Welfare Services
- Early Care and Education Services
- Eligibility and Support Services
- Positive Youth Development
- Child and Adolescent School and Community Based Services
- Child Care Subsidy
- Infants and Toddlers

The FY2021 operating budget for Children, Youth and Family Services is **\$91,084,785**. The staffing compliment includes **558.53 FTEs**. For additional information regarding the FY2021 budget allocation for Children, Youth and Family Services, please click [Visualize Health and Human Services Functions Expenditures | Montgomery County Maryland Operating Budget \(montgomerycountymd.gov\)](#)

About Montgomery County Health and Human Services

The [Department of Health and Human Services](#) is responsible for delivery of the County's public health and human services that meet the needs of our community's most vulnerable children, adults and seniors. The Department provides services through more than 120 programs at more than 20 locations. With 1,750 employees, the Department of Health and Human Services is the largest County Department.

As a Department, we believe the health and wellness of the county can only be achieved by ensuring that every resident has fair opportunities to reach their fullest potential. This means access to quality housing, transportation, education, employment, health care, human services, safe neighborhoods, and healthy food. DHHS provides critical services for residents who face a variety of obstacles in achieving their full potential. DHHS plays an essential role in building a healthy and strong community.

The [Department](#) delivers over 120 programs and services through six (6) divisions:

- Aging and Disability Services
- Behavioral Health and Crisis Services
- Children, Youth and Family Services
- Community Affairs
- Public Health Services
- Services to End and Prevent Homelessness

About Montgomery County, Maryland

Montgomery County is located adjacent to Washington, D.C. and with over one million residents, is the most populous county in Maryland. Montgomery County is also the most diverse county in the State and ranks among the top ten most diverse counties in the nation. Montgomery County is home to many major U.S. government offices, scientific research and learning centers, and business campuses.

The County Government is composed of the Executive and Legislative branches. The Executive Branch implements and enforces Montgomery County's laws and provides executive direction to the government. Its chief executive officer is the County Executive. There are over 30 executive branch departments and agencies that help to deliver services to more than one million county residents. Montgomery County is proud of the services it offers.

Montgomery County Executive Marc Elrich has outlined [seven priority outcomes](#) for the county's future.

- Thriving Youth and Families
- A Growing Economy
- A Greener County
- Easier Commutes
- A More Affordable and Welcoming County
- Safe Neighborhoods
- Effective, Sustainable Government