

The County of Los Angeles

invites applications for
Deputy Director (UC)
Department of Animal Care and Control



Annual Salary Range: \$127,854 - \$198,839

Filing Period: November 29, 2023 – Until the position is filled



To enrich lives through effective & caring service



THE COUNTY OF LOS ANGELES

The County of Los Angeles serves a demographically and geographically diverse population of more than 10 million residents. Employing over 100,000 employees in 38 departments who work in roles as broad as law, civil engineering, public safety, healthcare, and human services, the County operates with an annual budget of over \$46 billion for the fiscal year 2023 - 2024. The County is a Fair Chance employer, committed to diversity and inclusiveness in its workforce. It is a culturally diverse economic and cultural hub, driving major elements of the national and world economies. It is the center for arts, media, and entertainment – unlike anywhere else in the world.

THE DEPARTMENT OF ANIMAL CARE AND CONTROL

Under the leadership of Department Director Marcia Mayeda, the County of Los Angeles Department of Animal Care and Control (DACC) is one of the largest and most progressive animal control agencies in the United States. DACC has adopted the philosophy of “Socially Conscious Animal Sheltering” at our seven animal care centers.

The Department serves unincorporated Los Angeles County and 44 contract cities with a combined total population of over 3 million residents. The Department covers more than 3,400 square miles of cities, deserts, beaches, and mountains; from the Antelope Valley in the north to the Palos Verdes Peninsula in the south, as far east as the border of San Bernardino County, and west to Thousand Oaks. Animal control and rescue services in our service areas are provided 24 hours a day, seven days a week.

THE POSITION

This position reports to the Chief Deputy Director and is responsible for leading all aspects of animal control field operations, animal care facility management, and special programs. The incumbent must possess specialized knowledge of state laws and County ordinances governing the impounding, sheltering, licensing, and treatment of wild and domestic animals, placement of stray or abandoned animals, and legal requirements for providing a full range of such animal care and control services. Working through subordinate supervisors, this individual maintains effective and accountable remote working relationships, sets strategic and achievable priorities, and takes on difficult issues with optimism and confidence are crucial skills for this individual. Success in continuous improvement contributes to the overall success of the department.

THE RESPONSIBILITIES

- ◆ Assist in planning, organizing, and directing departmental operations and ensures the effective integration of field service units within the Department of Animal Care and Control.
- ◆ Lead as a strategic partner in developing short term goals and long range objectives mandated by the Board of Supervisors. You'll create opportunities to uphold efficiency and effectiveness of operational activities.
- ◆ Serve as a thought-leader, planning and directing the development and implementation of policies, procedures, and systems.
- ◆ Ensure complete investigations of reports of inhumane treatment of animals, sale and collection of animal license fees, and the impounding, feeding and care of abandoned animals.
- ◆ Successfully prepare and submit annual program and operational budgets based upon projection of service requirements to ensure shelter operations and field enforcement services are maintained.
- ◆ Ensure effective relations with other County departments, federal, State, local agencies, and community groups, to handle problems with mutual responsibility such as fires, rabies control, quarantine, beach patrols, and arrest scenes.
- ◆ Resolve resident complaints concerning the level of service provided, citations issued, and the collection of delinquent license fees.
- ◆ Collaborate with adoption partners, volunteers, and non-profit partners and community members.



MINIMUM REQUIREMENTS

Five years of experience in a management capacity in charge of the operations of an animal shelter and care facility, including personnel and financial management at a large and complex public or nonprofit agency; OR

A Bachelor's Degree in Animal Science, Public Administration, or a closely related field from an accredited college or university and three years of experience in a management capacity in charge of the operations of an animal shelter and care facility; OR

Seven years of experience in a senior management capacity directing a major organizational unit at a large and complex public or nonprofit agency.

Senior management is defined as experience directing the activities of a major division within an organization, including the development of procedures, budget preparation, finance, human resources, the direction of supervisory employees, and participation in policy formulation.

LICENSE: A valid California Class "C" Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

DESIRABLE QUALIFICATIONS

- ◆ Extensive experience planning and conducting animal law enforcement activities.
- ◆ Demonstrated knowledge of the criminal justice system as it relates to animal welfare, including, but not limited to, search and seizure laws, evidence collection and chain of evidence rules, Miranda rights, crime scene investigation techniques, and report writing.
- ◆ Knowledge of local, State, and federal animal welfare and anti-cruelty laws.
- ◆ Knowledge of animal husbandry, including, but not limited to, species and breed identification, animal feeding and nutrition, identification of injuries and illnesses, environmental and housing needs, knowledge of exotic animal husbandry, and animal behavior.
- ◆ Experience working in a shared leadership model.





COMPENSATION: \$ 127,854 —\$ 198,839 annually.

Starting annual salary will be dependent on qualifications and career accomplishments. The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific needs.



BENEFITS

- Retirement Plan – The successful candidate will participate in a contributory defined benefit plan.
- Cafeteria Benefit Plan – The County provides a tax-free contribution of 14.5% – 17% of the employee’s monthly salary from which to purchase health insurance and other benefits.
- Flexible Spending Accounts – In addition to tax-free medical and dependent care spending accounts, the County contributes \$75 per month to the Dependent Care Spending Account.
- Savings Plan (401k) – Optional tax-deferred income plan that may include a County matching contribution up to 4% of the employee’s salary.
- Deferred Compensation Plan (457) – Optional tax-deferred income plan that may include a County matching contribution up to 4% of the employee’s salary.
- Holidays – 13 paid days per year.

HOW TO APPLY

This position will be open from NOVEMBER 29, 2023 until the position is filled.

To apply please go to <https://bit.ly/49VYTJX> and submit a thorough resume and cover letter.

FOR CONFIDENTIAL INQUIRIES, PLEASE CONTACT

Tom Britt

Executive Recruiter

Department of Human Resources

Email: tbritt@hr.lacounty.gov



The County of Los Angeles is an Equal Opportunity Employer