



**2021 JOB RECRUITMENT
COUNTY OF KERN - PUBLIC DEFENDER
\$173,986 - \$212,400**

THE ORGANIZATION

Kern County is focused on three strategic goals:

- Enhancing the quality of life for our residents
- Becoming a model of excellence in how we manage our business and workforce
- Developing and growing a thriving, resilient regional economy

We'll achieve this by investing where it benefits our community most, delivering sustained value in programs and services, strengthening our fiscal outlook, preparing for the future, developing our workforce, delivering smart change, developing strong public/private partnerships and diversifying our tax base.

THE COMMUNITY

Kern County is the third largest county in California geographically with over 8,000 square miles of beautiful mountains, valleys, and deserts. As one of the most affordable regions in California, Kern County is an ideal place to both live and raise a family. Population growth remains high, bolstered by a young population, growing job opportunities, and affordable home prices. According to the 2020 census, Kern County has nearly 910,000 residents.

Kern County is the nation's leader in agricultural and crude oil production and is enjoying an economy diversified with tourism, transportation, logistics and advanced manufacturing, aerospace and defense, energy and natural resources, health care services, and a growing technology sector. We maintain a business-friendly atmosphere and offer an enterprising approach to growth and development.

THE POSITION

The Kern County Public Defender is a department head position, appointed by the Kern County Board of Supervisors, and is directly responsible for planning, directing, and coordinating a program for providing high quality cost efficient legal counsel and representation to indigent people charged with criminal violations. Furthermore, the Public Defender is responsible for overseeing and directing representation of juveniles in dependency and delinquency matters. The Public Defender also serves and is responsible for the representation of certain conserved individuals and represents others in connection with a variety of civil proceedings involving mental health matters. The Public Defender formulates policies and procedures for the administration and operations of the Public Defender's Office and directs their implementation; plans, organizes, and operates the fiscal and personnel management of the Public Defender's Office, including the selection, training, and personnel management of staff; oversees the preparation of the department's budget, justification of proposed budget changes and expenditure controls; manages operations to ensure that service needs are met; promotes ethical and professional conduct in all activities for the office; oversees the work of legal staff and assigns cases to subordinates; confers with and advises staff on general defense techniques and specific case situations.

THE PUBLIC DEFENDER'S OFFICE

MISSION STATEMENT: *The Kern County Public Defender's driving priorities are providing high quality and professional representation to all clients who we have the privilege and constitutional mandate to represent, and respecting Kern County and state taxpayers, who fund our department's work.*

The Kern County Public Defender's Office provides high quality legal representation to the indigent who are accused of criminal offenses, juvenile dependents, and certain conserved and mentally disadvantaged individuals.

THE IDEAL CANDIDATE

THE CANDIDATE MUST:

DEMONSTRATED EXPERIENCE:

- Record of strong fiscal stewardship
- Have a proven record of working well with people from diverse racial, cultural, and socioeconomic backgrounds
- Demonstrate considerable knowledge of management and operations of public defense programs
- Have significant experience with legal and policy issues affecting public defenders and their clients
- Comprehensive knowledge of Californian Criminal Law, Constitutional Law and the Standards of Practice for Indigent Defense Counsel

COMPELLING ADVOCATE:

- Be a champion for the premise that any human being facing the loss of liberty or life through criminal prosecution is entitled to high quality, cost effective, professional, dedicated, zealous, and constitutionally mandated representation
- Think strategically and make sound, fair decisions
- Act with integrity and develop relationships based on dependability, transparency, and honesty

CULTIVATE SUCCESS:

- Create and maintain an environment where excellence and innovation thrive
- Provide timely, accurate, and relevant information on critical issues to the Board of Supervisors, county staff, partners, stakeholders, and the general public
- Work collaboratively with other County departments, allied agencies, and other community stakeholders to achieve the goals of the County and Public Defender's Office

Candidates **MUST** be licensed by the California State Bar and have six (6) years of experience as a practicing attorney, including at least three (3) years in the extensive practice of criminal law. Priority consideration will be given to those applicants with a minimum of ten (10) years of experience as a practicing attorney, including at least five (5) years in the extensive practice of criminal law.



OUR IDEAL CANDIDATE IS A:

Visionary - someone who thinks beyond today and dares to ask what if

Leader - someone who is bold, courageous, and confident in how they run a critically important department for our community

Communicator - someone who is open, transparent, and always sharing information with other departments and stakeholders

Partner - someone who understands that it takes a team to affect positive change

The Possibilities are Boundless - Question the status quo, dare to ask why, and hit the ground running by creating your own future.

THE PACKAGE

- The salary range for the position, depending on experience, is \$173,986 - \$212,400
- 401(a) defined benefit retirement plan
- 457(6) deferred compensation plan with up to 6% employer match
- Employer paid \$400,000 life insurance coverage
- Alternate life and disability insurance plans available
- Generous vacation and sick leave accruals
- Monthly car allowance

HOW TO APPLY

Submit your cover letter and resume to **WiebeJ@KernCounty.com**. Priority will be given to those who apply by **Monday, November 1, 2021**. Tentative interview dates are **November 9th** and/or **November 16th**. Position will remain open until position has been filled. If you want to gain an advantage over the competition, please be sure to include the following:

- Details of your administrative and management experience
- Scope of responsibility
- Number and level of staff managed
- Education, relevant certificates/licenses, and additional training
- Experience with strategic planning and budgeting
- 3 professional references