



2023 JOB RECRUITMENT

COUNTY OF KERN – COUNTY VETERANS SERVICE OFFICER

\$91,369 - \$109,194

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 and 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 2022 census, Kern County has nearly 917,000 residents.

Kern County is the nation's leader in agriculture production and is the energy capital of California. Our region's economy is 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 County Veterans Service Officer is a department head position, appointed by the Kern County Board of Supervisors, and is directly responsible for planning, directing, and coordinating activities for those who served their country in addition to their families. The County Veterans Service Officer is responsible for formulating and administering counseling and advising services to veterans and their families concerning vocational, educational, financial, or any other benefits available to veterans. The County Veterans Services Officer oversees the preparation and the administration of the department's budget; provides justification of proposed budget changes and expenditure controls; selects, trains, and conducts performance evaluations; acts as a primary resource to clients, staff, and the general public regarding veteran services and operations; assists veterans in referring claims to federal and state governments; addresses civic and veteran groups; and acts as a liaison with veterans' groups, local, state, and national organizations.

THE VETERANS SERVICE OFFICE - MISSION STATEMENT: *The Veterans Services Department promotes Veterans rights, Veterans issues, and access to services and benefits. It works with community organizations, local, state, and federal agencies to identify and obtain benefits for all veterans and their families.*

THE IDEAL CANDIDATE

THE CANDIDATE MUST:

DEMONSTRATE EXPERIENCE

- Record of strong fiscal stewardship
- Proven record of working well with people from diverse racial, cultural, and socioeconomic backgrounds
 - Considerable knowledge of management and operations of veteran benefit programs
 - Significant experience with legal and policy issues affecting veterans and their clients
 - Comprehensive knowledge of veteran benefits, rules, regulations, and rights

COMPELLING ADVOCATE

- A champion for the premise that those who served our country and their families deserve the benefits they earned
 - Thinks strategically and makes sound, fair decisions
- Acts with integrity and develops relationships based on dependability, transparency, and honesty

CULTIVATE SUCCESS

- Creates and maintains an environment where excellence and innovation thrive
- Provides timely, accurate, and relevant information on critical issues to the Board of Supervisors, County staff, partners, stakeholders, and the general public
- Works collaboratively with other County departments, allied agencies, and other community stakeholders to achieve the goals of Kern County and the Veterans Service Office

Candidates **MUST** hold a Bachelor's Degree from an accredited four year college and two years of full-time paid experience in responsible work involving wide public contact in a counseling or advisory capacity. Additional counseling or advisory experience, if judged by the Director of Personnel to be equivalent to two years of college, may be substituted for up to two years of the degree requirement. All applicants must have served a minimum of 2 years of continuous active duty in the Armed Forces of the United States, unless discharged earlier with a service incurred disability, and must have been discharged or separated under Honorable Conditions. All applicants must submit appropriate discharge papers (DD 214 or equivalent) by the final filing date.

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 - questions the status quo, dares to ask why, and hits the ground running by creating their own future.

THE PACKAGE

- The salary range for the position, depending on experience, is \$91,369 - \$109,194.
- 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 RuizAm@KernCounty.com. Priority will be given to those who apply by Friday, June 2, 2023. Position will remain open until the 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