



PROFILE OF DIRECTOR OF HUMAN SERVICES



The City of Lynchburg is Seeking a Visionary Director of Human Services



THE IDEAL CANDIDATE

The City of Lynchburg is seeking a visionary and inclusive thought leader to serve as its next Director of Human Services. The Lynchburg Department of Human Services, which includes traditional Social Services functions (benefits, children's services, foster care, adult services, etc.), combined with the region's Juvenile Services functions (a Regional Detention Center, a Group Home, and Outreach program), has the potential to make substantial impacts on the quality of life of families and children in need of care both in the City and throughout the region. We seek a leader who is a competent manager of the critical functions of the department and has exceptional financial and personnel management skills.

The ideal candidate is also a visionary leader who recognizes how our human services functions impact the big picture of a thriving citizenry in our community and can transform the agency into a true leader in the field that drives the practice of human services in Virginia.

**We believe that
Lynchburg should set
the standard for human
services in Virginia.**



COLLABORATIVE AND VISIONARY LEADERSHIP

The next Director of Human Services will have a robust understanding of evidence-based practices in the fields in which the department interacts. The position requires someone who understands both the research and practical application of matters such as trauma-informed care, poverty reduction and other issues. With the input of others, the candidate chosen for this role should be able to lead and establish an actionable vision for what human services can be in our community. While understanding the daily processes of the work we need to complete is important, we also need someone who understands the community and the strategic intent of the department. We hope to find a mission-focused and visionary leader who can work to build a coalition to make meaningful impacts on the quality of life of the people we serve.

We are looking for someone with a creative mind who can build strategic connections with stakeholders and partners not necessarily traditionally associated with human services (for instance, Economic Development, Parks and Recreation, Public Library etc.). To this end, we also expect our next Director of Human Services will be dedicated and professionally committed to building meaningful strategic and functional connections with other related functions that can help improve the lives of the children and families we serve (public schools, police, court system, local health system, local community services board, etc.).

In addition, the Director of Human Services will interact with a variety of community advisory boards that are intended to provide input and advice for the critical community programs we manage. We are looking for someone who not only thrives on developing relationships with these advisory boards, but also takes engagement with them seriously, sees them as an asset, and improves the practices of the department by leveraging their advice and guidance.

INSPIRING PROFESSIONAL LEADERSHIP

We are looking for a professional leader who can build a team environment that drives our agency's performance. Our next director will be exceptional in encouraging professional development, and more importantly, will place the right people in the right jobs at the right time for the community that we serve. Occasionally, this may mean advancing those already in the organization to greater responsibility and sometimes being willing to bring others in from outside the organization to build upon our existing competencies. To that point, we need someone who can build a team environment without excusing or ignoring performance challenges.

Most importantly, we are looking for someone who is a change agent. The successful candidate will be someone who can transform an agency that has done an exceptional job on daily process (but with little strategic focus) into one that focuses on mission-centered strategic initiatives, while conducting our process work extremely well. Certainly, the candidate needs to spend time learning what is working and what isn't and doesn't need to be tied to "the way we've always done it." We are looking for someone who can lead this agency into the next generation of human services and advance the professional practice of human services for our community. This person should be able to do so with a commitment to working with a diverse population and improving diversity, equity and inclusion in our organization.



FINANCIAL MANAGEMENT

We seek someone who can very quickly develop a robust understanding of the financial matters related to the various functions of the Department of Human Services, or has experience in managing large budgets with multiple independent facets. While direct experience in the financial management of social services, children's services, juvenile services or another department function would be helpful, we are open to candidates who have experience with strategic leadership and management of other large and complex budgets that include complicated regulatory structures. Most importantly, the successful candidate will have experience in transforming budgetary resources into thoughtful community programs and investments.



QUALIFICATIONS

- An advanced degree in a human services related field – alternatively, a law degree or other professional degree that would allow the candidate to successfully fulfill the job responsibilities
- Experience working with diverse populations
- Supportive of (or leadership in) organizational diversity, equity and inclusion
- Experience leading or being a key leader in an organization with similar or greater complexity as the Lynchburg Department of Human Services (approximately 200 people with a total budget of approximately \$31.6 million in Fiscal Year 2021, including public assistance)
- Ten or more years of experience working in the field of human services – either in a social services/juvenile services agency or partner-type agency
- Demonstrated record of continuous learning and development
- Documented history of creative thinking, developing partnerships, thoughtful leadership and community engagement
- Must have a valid Virginia driver's license and an acceptable driving record according to the City's criteria within 30 days of appointment
- Must successfully complete a full background check including criminal history and credit check



COMPENSATION

Compensation for the Director of Human Services will be market competitive, depending upon qualifications. A generous benefit package includes: participation in the Virginia Retirement System (VRS), paid time off, medical, dental and vision coverage, education assistance and an opportunity to contribute to a 457 Deferred Compensation Plan. We believe that the joy of serving the citizens of Lynchburg in making our city a better place is a priceless benefit.

APPLICATION PROCESS

Qualified candidates are encouraged to submit an application, including completed supplemental questions, cover letter, and resume with three (3) professional references and two (2) personal references, via the City's website at www.lynchburgva.gov to be considered for the position. The deadline for applications is Friday, April 23, 2021. Inquiries relating to the Director of Human Services position may be directed to:



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