

OUTSTANDING OPPORTUNITY TO SERVE THE RESIDENTS OF



DANE COUNTY, WISCONSIN

AS THEIR NEXT



DIRECTOR, DEPARTMENT OF HUMAN SERVICES

Seeking exceptional leaders having a strong interest in human services with proven senior level public management experience.



About Dane County

Dane County is located in beautiful south-central Wisconsin. Its more than 535,000 residents constitute the second most populous county in the State. The County offers its residents a unique blend of urban sophistication and natural amenities. Within its 1238 square miles boundaries are more than 60 cities, villages, towns, and unincorporated communities. Farm life is still an important part of the County fabric as some of the most productive farms in the world are located within the County. Identified by Money magazine as the best place to live in the United States, Madison is routinely ranked at the top of many “best of” polls including: Top 25 Most Uniquely American Cities and Towns, number one college sports town by Sports Illustrated, healthiest city in the United States by Men’s Journal magazine, best places to Retire, and best places for businesses and careers.

Madison, the county seat, is nestled in the center of the County conveniently located 77 miles west of Milwaukee and 122 miles northwest of Chicago. The City is known as “The City of Four Lakes,” comprised of Lake Mendota, Lake Monona, Lake Waubesa, and Lake Kegonsa that surround the area.



State Street joins the University of Wisconsin with the Capitol Square and comprises the downtown area. This bustling one mile street is burgeoning with restaurants, cafes, shops, and food carts. Only pedestrians, buses, and bikes are allowed on this thoroughfare.

In addition to this pedestrian and bike friendly corridor, most streets in Madison and surrounding communities have designated bike lanes and Dane County has one of the most widespread, well-maintained, bike trail systems in the nation. Madison is one of only five cities nationwide to reach platinum-level status as a Bicycle Friendly Community, according to the League of American Bicyclists. In addition to an extensive bicycling infrastructure, an extensive bus system covers the region and provides ample routes and buses from most of the heavily traveled areas of the City.

The Dane County region is home to 12 state parks and the Ice Age National Scenic Trail, a thousand-mile footpath that winds throughout Madison and Wisconsin, providing access to some of the state's most scenic natural areas. With 282 parks across Madison, the City's park system was rated among the top 10 in nation by the Trust for Public Lands. Further, Dane County Government maintains 39 parks, forests, natural areas, and cultural areas. Surrounding communities also feature excellent parks.

Besides boasting natural beauty and outdoor recreation, Madison and Dane County plays host to cultural offerings, distinctive and unique restaurants, exceptional music venues, and diverse and eclectic shopping. As a true Midwest college town, the University of Wisconsin-Madison, Edgewood College, and Madison College attract scholars from around the world. These educational institutions enrich the Madison Metro area with a vast array of cultural and intellectual events.

One common summer tradition is the Dane County Farmers' Market which is held around the Capitol Square. This market, the largest in the country, attracts vendors from across Wisconsin who sell fresh-grown produce, meats, and a variety of well-known Wisconsin cheeses. On Wednesday evenings

throughout the summer, the Wisconsin Chamber Orchestra performs free concerts on the capitol's lawn.

Art museums include the UW-Madison's Chazen Museum of Art and the Madison Museum of Contemporary Art, and numerous independent studios, galleries, and independent arts organizations with events, presentations, and gallery nights throughout the year.

The Madison Opera, Symphony Orchestra, Wisconsin Chamber Orchestra, and the Madison Ballet are some of the resident companies of the Overture Center for the Arts. Situated in the State Street corridor, the Overture Center is known for notable performances from across the world.

During the winter, outdoor enthusiasts enjoy a variety of activities on the four lakes and open countryside including ice skating, ice hockey, ice fishing, and cross-country skiing. During the rest of the year, outdoor recreation includes sailing, boating, kayaking, bicycling, hiking, fishing, and camping.

Madison has variable weather patterns and large seasonal temperature changes. Winter temperatures can be below freezing, with moderate to occasionally heavy snowfall and temperatures reaching 0° F several days throughout the winter. High temperatures in summer average in the lower 80s



with a greater proportion of precipitation and a large increase in humidity.

K-12 education is important throughout Dane County and south central Wisconsin with more than 64 school districts and a high school graduation rate of over 90 percent. Public post-secondary education in Wisconsin includes both the 26-campus University of Wisconsin System and the 16-campus Wisconsin Technical College System. More than 20 private colleges and universities offering a range of educational specialties including: nursing, engineering, biotechnology, software engineering, electronic game design, theater, and music.

Dane County has several top hospitals in the state – UW Hospitals & Clinics, Mercy Health Hospital, SSM Health St. Mary’s Hospital, and UnityPoint Health–Meriter all of which are ranked among the top hospitals in U.S. News & World Report. In addition, American Family Children’s Hospital is a world-class children’s medical and surgical center, also named a Best by U.S. News & World Report. The University of Wisconsin Hospital and Clinics, is a world-renowned teaching hospital and regional trauma center with extensive specialties and significant research in oncology, digestive disorders, and endocrinology.

Madison is among the more affordable living regions in the Midwest. Mortgages in the Madison metropolitan statistical area are comparable with the national average. In addition, residents in Dane County enjoy rents below the national gross median. Madison and surrounding communities offer a variety of housing options, including new and existing neighborhoods, as well as luxury condominiums in downtown Madison areas.

Wisconsin state government and the University of Wisconsin–Madison are the two largest Madison public employers, with a recent shift to consumer services and a high-tech base in the health, software, biotech, and advertising sectors. The rapid launch of high-tech companies has been significant, fueled by UW–Madison incubators which transfer the results of academic research into real-world opportunities and options, especially bio and health-tech applications. Companies in the Madison area include Epic Systems (the world’s largest healthcare software company), Google, Microsoft, Broadjam, CDW, Full Compass Systems, Raven Software, TDS Telecom, Exact Sciences, Covance, US Cellular, and Promega.

In addition to health-tech related organizations, Madison is home to many national and international companies such as Spectrum Brands, Alliant Energy, the Credit Union National Association (CUNA), MG&E, Aprilaire, Sub-Zero & Wolf Appliance, Fiskars Brands, and Trek as well as several large insur-

ance companies like American Family Insurance, CUNA Mutual Group, and National Guardian Life.

About the Dane County Government

Dane County provides a wide range of governmental services as authorized by state statute. Governance is provided by an elected County Executive and a thirty-seven member Board of Supervisors. The County Executive is elected to a four-year term and the thirty-seven Board Supervisors are elected to coterminous two-year terms. There are six elected department heads. In addition, the County has numerous non-elected department heads who are appointed by the County Executive to manage their departments and administer the county, state and federal regulations specific to their departments. The Director of the Department of Human Services is among this group.

About the Dane County Human Services Department

The County Department of Human Services (HSD) provides a comprehensive array of services and programs to more than 31,000 customers. HSD is organized into five divisions — Ad-



Badger Prairie Health Care Center



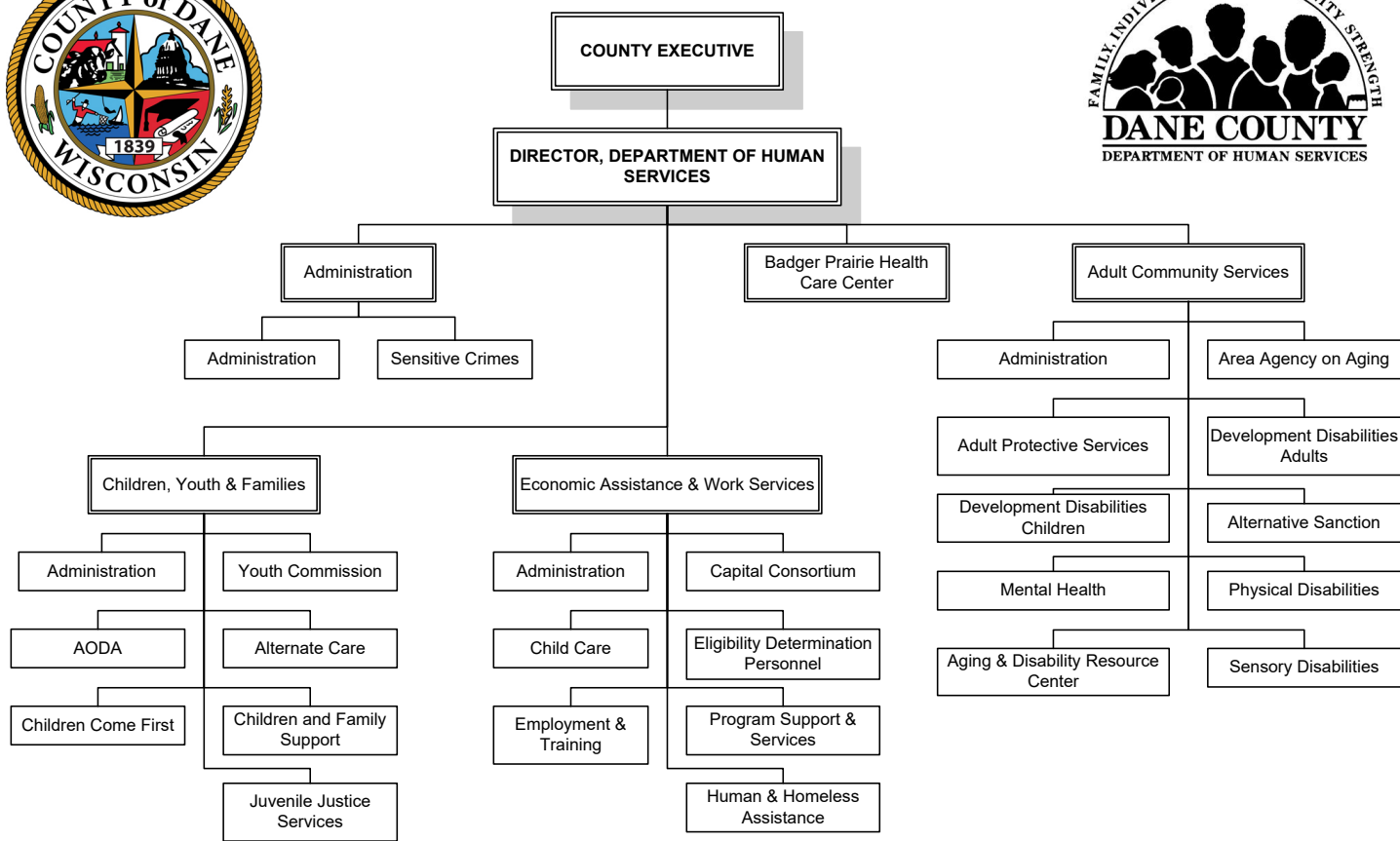
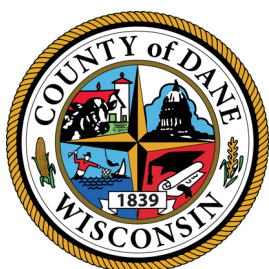
ministration; Badger Prairie Health Care Center; Adult Community Services; Children, Youth and Families; and Economic Assistance and Work Services. HSD employs 665.95 FTEs who work from eight locations. HSD's 2018 budget is \$227 million which includes \$179 million in support to more than 300 contract service providers. Approximately half of the Department's budget is used to support contracted services in the community typically provided by private, non-profit organizations. Included are services provided to consumers with physical and developmental disabilities, the elderly, children and adults with mental illness, homeless families, low-income adults seeking employment and children and youth with support needs stemming from child maltreatment or juvenile delinquency. Cur-

rently, the Human Services Director provides staff support to the Health and Human Needs Committee of the County Board, the Human Services Board, and the Area Agency on Aging, among other advisory committees and commissions.

Every five years, the Department develops a strategic plan. The strategic plan guides the Department's work and priorities over the subsequent five years and beyond. The Department's leadership, or management team, made up of the director, the three program division administrators and the administrator of Badger Prairie Health Care Center,

Dane County, Wisconsin Department of Human Services

Organizational Chart



develops the plan with input from a variety of different sources.

The Department updates the plan annually by developing measurable objectives and timelines designed to help it reach its strategic goals. The annual work plans are used to ensure the Department continues to make incremental and continuous progress toward achieving its strategic goals. The Department also provides an annual progress report to local policy makers and advisory boards.

DHS Strategic Plan 2016 – 2020

The five-year goals for the Dane County Department of Human Services form the foundation for the Department to improve outcomes to those it serves and strengthen the core competencies of the organization. The Department’s goals focus on four areas: improving the lives of the individuals it serves; improving the performance of its systems and its ability to publicly report on that performance; improving its financial health; and improving its organizational effectiveness and infrastructure.

Mission, Vision and Values

Our Mission, Vision and Values statements were revised in 2016 as follows

Mission

To provide effective services that support well-being, independence, diversity, and community safety.

Vision

Improve the quality of life for those we serve.

Values

- All people have value and are treated with respect.
- Diversity strengthens our community.
- We promote individual and family independence.
- We support collaboration and integration of services.

- We support prevention and utilizing the least restrictive interventions.
- We value innovative, evidence-based approaches.
- We are leaders and catalysts for change.
- We are accountable stewards of public funds.

Opportunities and Challenges

Opportunities:

- Dane County is a strong supporter of human services.
- The job is very “Doable” – the amount and level of community support allows making a real difference possible.
- Wisconsin is one of only 11 states with County delivery of social services—but cannot operate only on state funding and needs local support.
- A unique opportunity exists to lead the department with new direction. The previous director is retiring after serving the County for 46 years, 16 of which as director.
- A Deputy Director position is in the proposed budget to lessen the Director’s work load.
- The Director can make contract decisions regarding contracts that are in the approved DHS budget.

Challenges:

- The need for standard social services has increased along with the rise in poverty.
- There is a need to build a more cooperative relationship between HSD and the Juvenile Court system.



Bascom Hall in Autumn



- Improve the management of the current purchase of service contracts-contracts system which includes contracts with more than 250 entities.
- Although mostly very supportive, the environment often leads to questioning of decisions by community stakeholders.
- Hiring can be a bureaucratic challenge.
- “Employee Groups” (successor to unions) want more influence.
- While Dane County is 80% white, there are problems with racial disparity and inequity.

About the Director, Department of Human Services

Under the general administrative direction of the County Executive, the Director, Department of Human Services (Director) appoints and directs staff; annually prepares and submits a proposed departmental budget; develops an annual comprehensive work plan to include priorities, objectives and measurement indices for all programs and services; develops, recommends and implements policies and procedures; directs the planning and implementation of new programs; continually evaluates the quality, efficiency and effectiveness of departmental services; directs the purchase of contracted services; develops staff; directs and promotes effective internal and external communication with staff; clients, client advocates, community organizations and private firms; represents the Department to the media, community agencies, professional organizations and the general public; directs the preparation and negotiation of requests for federal, state and private grants; prepares narrative and statistical reports for administrative and public review; staffs Health & Human Needs Committee and the Human Services Board;

closely monitors the Department’s budget on an ongoing basis and participates on Statewide committees and organizations pertaining to the work of the Department.

The County’s current Director is retiring after serving 46 years with HSD including 16 years as Director. For more information about Dane County and the Department of Human Services, visit www.countyofdane.com.

Required Education and Experience: A master's degree in a human services, public administration, business administration or related field and five years of management experience (human services management experience preferred), or a bachelor's degree in one of the above specified fields combined with at least seven years of management experience, preferably in human services. Experience gained in the administration of multiple human services programs for a community-based agency including program planning, administration and personnel supervision is preferred.



Winter Carnival

Ideal candidates will have comprehensive knowledge of management principles and practices including budgeting, planning, personnel management, participative management techniques, program evaluation and management information systems; possession of or ability to gain thorough knowledge of federal, state and local laws, rules and regulations regarding the operation of programs; possession of or ability to gain knowledge of governmental and private grant procedures; ability to plan, organize and direct the activities of a large organization and staff; ability to develop, implement, direct and evaluate client centered service programs; ability to develop and effectively present ideas and concepts verbally and in writing to a variety of governmental policy and advisory boards or committees, governmental agencies, and the news media, employees and the general public.

Desired Attributes, Skills and Abilities

- Supportive of and listens to management team members and lets them do their jobs
- Respects and supports the DHS's strong management team
- Serves as the primary conduit between DHS and policy makers
- Skilled in employee group (formerly employee union) relations.
- Public sector Experience
- Good knowledge of the workings of County government
- Appreciation of need for a nursing home
- Accessible and interactive with the entire community - - knows people's needs and wants
- An effective political advocate particularly with the state, federal and other local governments
- Open and receptive to constructive criticism
- Knowledge of a wide range of human services
- Committed to diversity



Compensation: The beginning salary will be negotiable depending on the experience and qualifications of the selected candidate. Dane County provides excellent benefits including: Wisconsin Retirement System, choice of health insurance, dental insurance, life insurance, disability insurance, long-term care insurance, vision care, available deferred compensation, flexible spending accounts, transportation cost assistance and comprehensive paid time off benefits.

To Apply: The position will remain open until filled and the process will move forward upon receipt of an adequate pool of well-qualified applicants. If interested, please email your resume and cover letter with your current salary to slavin@bellsouth.net. For best results, please respond by November 21. For additional information about this opportunity, contact Robert E. Slavin, President at (770) 449-4656 slavin@bellsouth.net or David Krings, Midwest Regional Director at (513) 200-4222 david@kringsconsulting.com.



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