

# San Joaquin County Employment Opportunity **Deputy Director Veterans Services**

## **THE POSITION**

San Joaquin County Health Care Services is seeking a Deputy Director of Veteran Services to lead an organization responsible for overseeing and managing all aspects of the Veterans Service Office's operations, ensuring that veterans and their families receive the benefits and services they have earned through their military service. This position involves directing the development, implementation, and evaluation of veteran programs, providing strategic guidance, and ensuring compliance with federal, state, and local laws and regulations. The Deputy Director leads a team of professionals and support staff, coordinates services with external agencies, and advocates for the needs of veterans at the local, state, and federal levels. This classification actively participates in extensive community work, collaborating with various stakeholders to support the county's efforts in helping veterans obtain their VA benefits. The Deputy Director is responsible for leading, managing, directing, and administering veteran services programs, functions, budgets, and activities, ensuring their compliance with all applicable laws and regulations, as well as the policies established by the County Administrator and the Board of Supervisors. The incumbent supervises professional, technical, and clerical staff who interview veterans or dependents, determine potential eligibility for benefits, and assist them in filing proper and complete applications for such benefits. The incumbent receives administrative direction from the Director of Health Care Services, holds an at-will position, and is exempt from the San Joaquin County Civil Service System.

## **THE DEPARTMENT**

Veteran Service Offices are essential in helping veterans and their families access the benefits they have earned through military service. Staffed by trained professionals, Veteran Service Offices educate veterans about available benefits, assist in preparing and submitting claims for healthcare, disability compensation, education, housing, and help gather the necessary documentation. They play a key role in claims development, working with agencies like CalVet to support appeals when claims are denied. Veteran Service Offices also advocate for veterans by staying informed about legislative changes and representing their interests at local, state, and federal levels. Additionally, they organize outreach and education efforts to raise awareness and ensure veterans are informed about and able to access the services they deserve.

## **THE IDEAL CANDIDATE**

The ideal candidate for this position will possess a strong background in technical or analytical administrative leadership within a public agency setting, with at least four years of experience in preparing statistical and narrative reports and managing substantial public contact. The ideal candidate for this position will have at least four years of technical or analytical administrative experience in a public agency, with a strong background in preparing reports and managing public interactions. They should hold a relevant degree or have equivalent experience in business, public administration, or a related field. The candidate must be knowledgeable about veterans' benefits, U.S. Department of Veterans Affairs claims processes, and local resources. They should have experience in public administration, staff supervision, and fiscal management, with the ability to plan and implement veterans services programs. Strong communication skills, both oral and written are essential. The ideal candidate will be compassionate, proactive, and capable of building effective relationships with veterans, their families, and stakeholders.

Recruitment Announcement  
0425-EB2156-EX  
Equal Opportunity Employer

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

**SAN JOAQUIN**  
— COUNTY —  
*Greatness grows here.*

# Make San Joaquin County your new home!

A land of beauty, recreation and natural riches—from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

## Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots. The Bob Hope Theatre, Hutchins Street Square and the Grand Theater provide memorable experiences for children and adults.

Over 75 languages are spoken within the region and cultural festivals are held year-round, celebrating and sharing food, music, art, dance and traditions.

Sports venues include the Stockton Arena and Banner Island Ballpark for basketball, hockey, baseball, and other special events. Enjoy college athletics at University of the Pacific and San Joaquin Delta College.

San Joaquin County operates nine community parks for boating, camping, swimming and organized sports. Oak Grove Regional Park features one of the last stands of ancient Valley Oak in the northern San Joaquin Valley. Mickle Grove Regional Park has a zoo, carnival rides, a Japanese garden and a historical museum to delight both children and adults.

The Sandhill Crane Festival is held in Lodi every fall to herald their annual stop along the Pacific Flyway.

The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



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## Education

From preschool to higher education, the County has it covered with an abundant array of public and private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 14 school districts provide families with a wide choice for children's educational development.



## Agriculture

The county is one of the most agriculturally rich regions in California. Almonds are the leading commodity, with a value of over \$694 million in 2020. Milk, grapes, walnuts, eggs, cattle, tomatoes, cherries, blueberries and hay complete the top ten leading crops.

Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

## Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

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# Deputy Director Veterans Services

## Typical Duties

The Deputy Director of Veteran Services plans, directs, and administers a strategic program to provide aid and assistance to veterans, establishing departmental goals and ensuring compliance with federal, state, and county mandates. This role involves overseeing the selection, training, supervision, and evaluation of staff who assist veterans with benefits, providing technical direction, and managing employee disciplinary processes when necessary. The Deputy Director also ensures the proper execution of workload units, maintains case records, and coordinates automation of systems and processes. Additionally, the position serves as a liaison with veterans' organizations, agencies, and community groups, advocating for the welfare of veterans and advising on legislative changes.

This position also manages the Veterans' Services Office budget, justifies staffing and program requests, and explores funding alternatives, including grants. The Deputy Director coordinates public education efforts, develops outreach activities, and collaborates with various organizations to enhance veterans' access to health services, including transportation in emergency cases. Furthermore, the role involves overseeing the Veterans' Treatment Court program, reporting regularly to the County Administrator and the Board of Supervisors, and recommending policies and procedures to ensure veterans receive all entitled benefits.

## Desirable Qualifications

### EITHER PATTERN I

**Experience:** Three years of experience in a public or private veteran assistance program determining the eligibility of veterans for benefits and helping them receive such benefits.

### OR PATTERN II

**Experience:** Four years of technical or analytical administrative experience in a public agency setting that required the preparation of statistical and narrative reports and substantial public contact.

### OR PATTERN III

**Experience:** Four years of technical experience determining eligibility and/or counseling clients regarding insurance, health, public assistance, or social service programs.

### FOR ALL PATTERNS

**Education:** Graduation from an accredited four-year college or university with major coursework in business or public administration, social or behavioral science, or a closely-related field. Substitution: Additional experience in any of the above patterns may substitute for the required education on a year-for-year basis up to two years.

## Special Requirements

**1)** In accordance with Sections 970-973 and 980 of the Military and Veterans Code of the State of California, must provide appropriate documentation of status as a United States armed forces veteran discharged under honorable conditions; **AND 2)** within six months of appointment, must complete a course of instruction in veterans' benefits as prescribed by Title 38, Code of Federal Regulations, Section 14.629, and become accredited to prepare, present and prosecute claims before the U.S. Department of Veterans Affairs. Failure to obtain and maintain such accreditation may result in release from employment.



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# Deputy Director Veterans Services

## Compensation and Benefits

Approximate Annual Base Salary:

**\$123,349 - \$149,931**

**\*Effective July 2025—3% COLA**

In addition to the base salary, the County offers a comprehensive compensation package that includes:

- A 2% employer contribution to the County’s 457 Deferred Compensation Plan
- Vacation cash-out up to 8, 8-hour days annually
- License/Certificate renewal paid by the county
- 1937 Defined Benefit Retirement Act plan — reciprocity with CALPERS
- 125 Flex Benefits Plan
- 12 days sick leave annually — unlimited accumulation
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- 14 paid holidays per year
- 10 days administrative leave per year

For more information about County offered benefits, please visit our website at [Human Resources Division. \(sjgov.org\)](http://HumanResourcesDivision.sjgov.org)

## Potential Cashable Compensation

	Step 1	Step 5
Annual Base Salary	\$123,349	\$149,931
2% Deferred Comp	\$2,467	\$2,999
Vacation Cash-Out	\$3,795	\$4,613
<b>Total</b>	<b>\$ 129,611</b>	<b>\$ 157,543</b>

## Application & Selection

The competitive process includes submittal of a completed San Joaquin County Employment application. Resumes will not be accepted in lieu of a complete application package. If warranted by the number of candidates, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in the next phase of the selection process, which will include an interview with the Director of Health Care Services.

To apply, submit a completed application and supplemental questionnaire on or before the final filing date.

**Final Filing Date: May 23, 2025**

Offer of employment will be conditional upon successfully passing a pre-employment Background, DOJ Live Scan and drug screen.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.

## Recruitment Incentives

Upon the request of the Department Head and with the approval of the County Administrator or their designee, the following recruitment incentives may be provided.

- Reimbursement of moving expenses: Actual documented cost of moving to a maximum of \$5,000. Costs may include moving expenses, interim housing, and travel expenses related to the move for the candidate and their family. Any approved reimbursement shall be made contingent upon employment, in two incremental payments: the first payment after six months of service, the second after twelve months of service.
- Vacation Accrual Rate: The San Joaquin County vacation accrual rate consistent with the candidate’s total years of public service.
- Sick Leave: If the candidate is leaving other employment to accept the San Joaquin County position, credit of the candidate’s actual unreimbursable sick leave hours from the candidate’s last agency will be a maximum of 160 hours. Such hours shall be subject to San Joaquin County’s minimum sick leave cash out provisions.