

Deputy DSS Director of Social Work Programs



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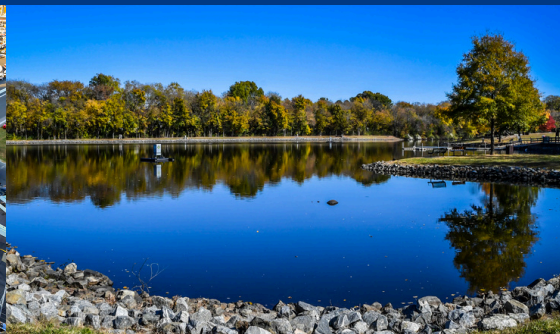
Your vision. Our future.

Cabarrus County seeks a **dynamic professional** with **extensive experience** in North Carolina **Child & Family and Adult & Aging Social Work Programs**, local government operations, budgeting, and organizational effectiveness to serve as Deputy Director. The Deputy Director must be a **strong leader, collaborative, analytical, detail-oriented and a problem-solver** by nature.

Join us on a **team working from a mission** that reflects the greater community. We are united by our shared values of family, faith, collaboration and tradition. We embrace continued improvement of **quality of life for all citizens**.

In short, we're part of why ...

America Thrives Here





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Job Description

Deputy DSS Director of Social Work Programs

The Deputy Director of Social Services (DSS) plays a pivotal role in overseeing and managing the Child & Family Services and Adult & Aging Services divisions within the department of Social Services. This position reports directly to the Director of Social Services and collaborates closely with other departmental leaders to ensure the effective delivery of essential social services to our community. The Deputy Director is responsible for providing strategic direction, leadership, and operational oversight to achieve the department's mission and goals.

Salary starts at \$115K per year, but actual pay may vary based on qualifications.

Examples of Duties

Leadership and Strategic Planning:

- Collaborate with the Director of Social Services to develop and implement strategic plans, policies, and initiatives for Child Welfare and Adult & Aging Services.
- Provide leadership and guidance to divisional managers and staff, fostering a culture of accountability, innovation, and excellence.
- Supervise, train, evaluate division staff, and influence hiring decisions.
- Provide leadership and direction in the absence of the director and manage special projects assigned by the director, including media, intergovernmental, and community relations.

Program Management and Evaluation:

- Oversee the planning, implementation, and evaluation of programs and services related to child welfare, adult protective services, and aging services.
- Ensure compliance with federal, state, and local regulations, as well as adherence to best practices and standards in social work.

Budgeting and Resource Management:

- Participate in the development and management of departmental budgets, allocating resources effectively to support programmatic needs and objectives.
- Monitor financial performance and identify opportunities for cost optimization and efficiency improvements.

Staff Development and Training:

- Provide mentorship, coaching, and professional development opportunities to divisional staff, fostering their growth and enhancing their skills and competencies.
- Promote a culture of continuous learning and knowledge sharing within the department.

[Get full job description here](#)



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Comprehensive Benefits

Deputy DSS Director of Social Work Programs

Benefits include:

- Earned vacation & sick leave
- 11-12 paid holidays per year
- Participation in the Local Government Employees Retirement System
- Mandatory 6% employee contribution
- 5% employer-paid contribution to NC401K, with no employee match required
- Employees have the option to contribute additional monies to the NC401K plan or to a 457 retirement savings plan
- Health Insurance plans
- Consumer driven plan including a health savings account
- Optional dependent coverage – employee/spouse, employee/children, & employee/family
- Comprehensive health & wellness program
- On-site exercise equipment & programs
- Health & wellness themed instructional classes
- Employee health clinic
- Employee assistance program (ex. Individual & family counseling, legal & financial services, child & elder care location assistance, etc.)
- Choice of optional dental plans
- PPO (Preferred Provider Option) or non-PPO
- Optional dependent coverage – employee/spouse, employee/children, & employee/family
- Vision Plan
- Includes an annual routine eye exam for individuals on the health insurance plan.
- Optional eyewear plan available
- \$20,000 of term life insurance & accidental death & dismemberment coverage with employer-paid premiums
- Employee option for up to \$50,000 of additional term life coverage
- Optional dependent life insurance coverage for spouses & children

Cabarrus County is routinely named one of the Charlotte area's Healthiest Employers by the Charlotte Business Journal. Our comprehensive wellness program includes an Employee Health and Wellness Clinic, workout rooms, free or low-cost exercise classes and educational opportunities on topics such as nutrition, fitness, stress management and more.

[Get full job description here](#)



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Smart growth, continued prosperity

Cabarrus County is located along I-85, just a few minutes north of Charlotte. We're home to more than 230,000 residents in one of the fastest-growing areas in North Carolina. While providing proximity to big-city amenities, Cabarrus also offers relaxing, uncomplicated qualities of small-town living.

Our area has experienced a sustained period of economic success. The downtowns of Concord and Kannapolis are under major revitalization projects to continue their roles as premier destinations. In 2020, Money Magazine featured Concord on its "The Best Places to Live in America" list.

Just minutes from those bustling downtowns, you'll find a hub of race activity at Charlotte Motor Speedway and zMax Dragway. Then, just around the corner from the revved-engine thrills lies vast areas of natural beauty with hiking, camping and boating opportunities.

Here, there truly is something for everyone. Cabarrus is home to two K-12 school systems. Eighty-six percent of schools in those systems met or exceeded performance growth. We also offer strong charter and private options. Top-ranked Rowan-Cabarrus Community College offers more than 100 career and technical education programs.

Those who are here love Cabarrus. We think you will too.



Our residents are either "very satisfied" or "satisfied" with Cabarrus County:

79%

As a place to raise children

78%

As a place to live

65%

As a place to work

73%

Overall quality of life



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Welcome to where professionals thrive

Cabarrus County is organized by the [County Manager form of government](#) and is governed by a five-member Board of Commissioners. Across 32 diverse departments, [we have more than 1,200 employees](#) in a wide range of professions.

Cabarrus is a leader in local, regional, state and national programs. Our award-winning departments innovate to create and administer unique programs that showcase the talent in our ranks. We go above and beyond to provide excellent customer service that's guided by core values such as [accountability and responsibility, collaboration, integrity and respect](#).

With a variety of employment options, the County offers a [lifetime of opportunities and careers](#), along with a comprehensive benefits package that encourages work/life balance. Here, you truly can [reach your fullest personal and professional potential](#).

