

**TOMPKINS COUNTY CIVIL SERVICE
VACANCY
Inclusion Through Diversity**

OPEN TO THE PUBLIC

Tompkins County Department of Human Resources Office
125 E. Court Street
Ithaca, NY 14850
(607) 274-5526

Tompkins County is an Equal Opportunity/Affirmative Action employer. Minorities and women are encouraged to apply

TITLE: Deputy Director of Youth Services

SALARY: Hire Rate: \$81,307/yr, Work Rate: \$85,571/yr

TYPE OF EMPLOYMENT: Full Time

ISSUE DATE: 04/20/26

THE FINAL DATE TO FILE APPLICATIONS: 05/18/26

DATE THAT THIS ANNOUNCEMENT SHOULD BE REMOVED FROM POSTING: 05/19/26

RESIDENCY: Candidates must have been legal residents of Tompkins County or one of the six adjoining counties (Cayuga, Chemung, Cortland, Schuyler, Seneca, Tioga) for at least one month immediately preceding the date of application and maintain residency. For Examinations: The eligible list resulting from the examination will be established in accordance with the final earned numerical ratings of passing candidates regardless of residence. A municipality or district may exercise its right under section 23-4-a. of Civil Service Law to request a certification of eligible candidates who have been residents of that municipality or district for at least one month prior to appointment. After the names of residents have been exhausted, Tompkins County must then certify the names of non-residents on the list.

Step into a leadership role where you can help improve the future for youth across our county. As Deputy Director of the Tompkins County Youth Services Department, you will shape programs, support community partners, and help build systems that reach thousands of young people every year. If you want to make a real impact and create opportunities for all youth to thrive, we want to hear from you.

MINIMUM QUALIFICATIONS:

(a) Graduation from a regionally accredited or New York State registered college or university with a Master's degree **AND** three years full-time paid satisfactory experience in administration and supervision that includes program planning, budgeting, administrative, or supervisory experience; **OR**

(b) Graduation from a regionally accredited or New York State registered college or university with a Bachelor's degree **AND** four years of full-time paid satisfactory experience in administration and supervision that includes program planning, budgeting, administrative, or supervisory experience; **OR**

(c) Any combination of training and experience equal to or greater than that specified in (a) and (b) above.
Tompkins County is Committed to Equity and Inclusion. We encourage those with similar values to apply.

DISTINGUISHING FEATURES OF THE CLASS:

A Deputy Director of Youth Services is responsible for assisting the Director with the operation of the Youth Services Department. This position involves responsibility for assisting the Youth Services Director with planning, organizing and directing the activities of a Youth Services Department. The Deputy Director of Youth Services is authorized to act for and in the place of the Youth Services Director in his or her absence. An employee in this class is responsible for assisting the Director in

ensuring effective provision of Youth Services in accordance with established laws and regulations. The Deputy Youth Services Director works under the general direction of the Youth Services Director in accordance with the rules and regulations outlined by the Youth Board, County Legislators, County Administrator and New York State Office of Children and Family Services and is expected to exercise a high level of autonomy and independent judgment. The employee may serve as the lead worker of a group, project or activity, or be assigned to supervise assigned personnel within the department. The incumbent will perform all related duties as required.

TYPICAL WORK ACTIVITIES:

- Acts for and in place of the Youth Services Director in his or her absence;
- Assists the Director with planning, organizing, directing, coordinating and supervising the activities of the Youth Services Department;
- Assists the Director in controlling the work of the agency through assignments to supervisory personnel and direction and review of their performance;
- Provides direct oversight of departmental programs;
- Assists the Director in reporting program needs and actively participates in program development in all municipalities and agencies;
- Actively encourages and assists municipalities and agencies in program planning, budgeting, writing proposals, applying for funds, and preparation of annual reports;
- Serves as a resource person regarding possible programs, programming aids, leadership and leadership training available to municipalities and agencies;
- Assists the Director in evaluating the type and quality of service rendered by Youth Services Department staff;
- Analyzes program and county-wide needs for planning, staff and board training, budgeting, and evaluation assistance and inter-agency or inter-municipal coordination;
- Plans and oversees the accomplishment of departmental team projects which entails recommending assignments for all department staff and supervision of staff responsible for project tasks, including the director;
- Prepares program and statistical reports for the Director, the County Youth Board, Department Staff, Legislature, and/or local governments;
- Assists the Director with the various administrative functions of the agency, such as budget preparation and control, preparation of reports and representation at committee and board meetings;
- Attends staff meetings to discuss overall program and to plan more effective and efficient operating methods;
- Speaks to various community groups about the work of the agency and, in other ways, disseminates information to the public;
- Develops recommendations regarding proposed policies, plans and projects;
- Assists in the preparation of complex reports and studies;
- Assists departmental staff in oversight of the maintenance of clerical and financial records, and the preparation of budgets and required reports.
- Assists departmental staff in the development of resource allocation and program evaluation procedures to achieve the broadly stated goals of the youth board. Researches and write grant proposals to enable the County or priority programs to secure state, federal and/or private funds to implement priority services;
- Initiates requests for services from other county departments and funding agencies to assist municipalities and agencies in planning and running programs.

KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

- Thorough knowledge of modern management principles and practices;
- Thorough knowledge of principles underlying human behavior, growth and development;
- Comprehensive understanding of factors involved in need for, and development of, youth service and recreation programs;
- Thorough knowledge of public and private agencies serving youth and their programs;
- Thorough knowledge of community organization related to youth programs;
- Thorough knowledge of public and private resource for the provision of youth services;
- Good knowledge of principles, practices and techniques of program planning and analysis;
- Good knowledge of governmental budgetary practices and procedures;
- Ability to obtain and accurately analyze data;
- Ability to address organizations and municipal and agency representatives effectively; Ability to effectively communicate, coordinate, plan and organize;
- Thorough knowledge of community organization principles and practices;
- Ability to gain the confidence and cooperation of others;
- Emotional maturity, resourcefulness, initiative and tact are required;

- The employee's physical and mental condition shall be commensurate with the demands of the position, either with or without reasonable accommodations.
- Excellent verbal and written skills.

PHYSICAL, MENTAL, AND ENVIRONMENTAL DEMANDS: The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit, use hands to keyboard, handle, or feel objects, manipulate tools, or controls, and reach with hands and arms. The employee is required to see, walk, talk and hear. The employee must occasionally lift and/or move up to 10 pounds. Due to extensive computer usage, the job requires considerable visual effort. Vision abilities required by this job include close vision and the ability to adjust focus to a mid-range. The employee's physical and mental condition shall be commensurate with demands of the position, either with or without reasonable accommodation. Psychological demands are moderate for this position. Considerable interpersonal skills are necessary in order to create connections, obtain buy-in, cooperation with contract agencies, municipalities and throughout the organization. Internal contacts will be with department heads or deputies and will require professional collaboration on overlapping projects. External contacts are with professional associates, liaisons, community groups and involve the development of professional networks and the successful implementation of youth services programs. The work environment has minimal exposure to disagreeable conditions. The incumbent will perform all related duties as required.

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FURTHER INFORMATION AND INSTRUCTIONS

Falsification of any part of the "Application for Employment" will result in disqualification.

Accepted candidates will be notified when and where to appear for the examination. If you do not receive your notice to appear at least three days before the date of the written examination, call Tompkins County Department of Human Resources at 274-5526. If an application is disapproved, due notice will be sent. This department does not make formal acknowledgment of the receipt of an application or take responsibility for non-delivery or postal delay.

Applicants must answer every question on the application form and make sure that the application is complete in all respects. Incomplete applications will be disapproved.

ACTIVE MILITARY PERSONNEL, VETERANS OR DISABLED VETERANS desiring to claim additional credit will request the Veterans Credits application form, at any time between the date of application for examination(s) and the date of the establishment of the resulting eligible list. You must meet the requirements set by NYS for these credits and they may be used only once. **YOU MAY NOT CLAIM ADDITIONAL CREDITS AFTER THE ELIGIBLE LIST HAS BEEN ESTABLISHED. IT IS THE CANDIDATE'S RESPONSIBILITY TO REQUEST THE VETERANS CREDIT APPLICATION FORMS AND TO SUBMIT THESE FORMS AND ANY SUPPORTING PAPERWORK BEFORE THE ELIGIBLE LIST IS ESTABLISHED.**

Tompkins County's written examinations are prepared and rated by the New York State Department of Civil Service in accordance with Section 23-2 of Civil Service Law. The provisions of the New York State Civil Service Rules and Regulations, which deal with the rating and review of the examinations apply.

The duration of the eligible lists may be fixed for a minimum of one and a maximum of four years and may be extended beyond four years if there has been a restriction against the filling of vacancies in that title.

The candidates must complete a separate "Application for Employment" for each open-competitive and/or promotional examination that the candidate is eligible to take.

All experience required meeting the acceptable training and experience is full-time experience. (Part-time experience will be credited on a prorated basis).

Appointment from an eligible list must be made from the top three candidates willing to accept the appointment.

Tompkins County is an Equal Opportunity Employer. As part of its efforts to provide employment opportunities to the physically handicapped, Tompkins County Civil Service has adopted a rule permitting the employment of qualified physically handicapped persons without competitive examination (pursuant to Section 55 of Civil Service Law). If you meet the minimum qualifications for this position and wish to know more about this rule, please contact the Tompkins County Department of Human Resources Office.

Unless otherwise notified, candidates are permitted to use quiet, hand-held, and solar or battery powered calculators. Devices with Typewriter Keyboards, Spell Checkers, Personal Digital Assistants, Address Books, Language Translators, Dictionaries or any similar devices are prohibited. You may not bring books or other reference materials.

CROSS-FILING - APPLYING FOR CIVIL SERVICE EXAMINATIONS IN MULTIPLE JURISDICTIONS WHEN EXAMINATIONS ARE SCHEDULED ON THE SAME DATE: When applying for examinations across multiple jurisdictions - all of which are scheduled on the same day - you must submit a Tompkins County Cross-Filing Form. This form must be submitted no later than 4:30 PM on the final filing date of the examination. On this form, list each examination that you are taking and then tell us where you would like to sit. The purpose is to ensure that all of the test materials for the various examinations that you are taking will be available in one location. If you do not provide the cross-filing form to us by the final filing date, we cannot ensure that we can accommodate your desire to cross-file. If any of the examinations are State level examinations, you must sit at the State test center. You will still need to complete the Tompkins County cross-filing form. If sitting at the State site, the State will notify you of when and where to report for your examination(s) and you should bring all admittance letters to the State site. If you are not taking a State examination, bring all admittance letters to your chosen testing site. If you have any question please call Tompkins County Department of Human Resources Department (607) 274-5526. The Cross File form is located at <http://www.tompkins-co.org/personnel/CivilSrvForms/index.html>

FOR RELIGIOUS ACCOMMODATION AND HANDICAPPED PERSONS: If special arrangements for testing are required, please indicate this on your application.

ALL CANDIDATES FOR EMPLOYMENT FOR POSITIONS IN SCHOOL DISTRICTS AND BOCES GOVERNED BY TOMPKINS COUNTY CIVIL SERVICE MAY HAVE THE FOLLOWING SPECIAL REQUIREMENT. PER CHAPTER 180 OF THE LAWS OF 2000, AND BY REGULATIONS OF THE COMMISSIONER OF EDUCATION, TO BE EMPLOYED IN A POSITION DESIGNATED BY A SCHOOL DISTRICT OR BOCES AS INVOLVING DIRECT CONTACT WITH STUDENTS, A CLEARANCE FOR EMPLOYMENT FROM THE STATE EDUCATION DEPARTMENT IS REQUIRED.

In conformance with Section 85-a of the Civil Service Law, children of firefighters and police officers killed in the line of duties shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of firefighter or police officer killed in the line of duties in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.â

BACKGROUND INVESTIGATION: Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification.

TOMPKINS COUNTY PERSONNEL DEPARTMENT, 125 EAST COURT STREET, ITHACA, NY 14850