



Stanislaus County
now offers an employee
bonus worth up to
\$10,000 or 21
additional days of
leave time!*
**See inside for details*

Social Worker III

Stanislaus County Public Defender

\$67,537 - 82,0763 Annually

Apply by March 10, 2026



THE POSITION

This is a meaningful opportunity to make a direct and lasting impact in the lives of individuals impacted by the legal system, many of whom are experiencing homelessness or who are at risk of becoming homeless. We are looking for someone who is client-centered, values collaboration, and thrives in a team-oriented environment focused on stability, dignity, and community support.

In this role, you will work closely with clients to develop individualized plans that promote stabilization and long-term success. You will help connect clients to comprehensive treatment, housing resources, and supportive services that empower them to live safely and independently in the community.

Successful candidates will bring strong communication skills and the ability to conduct thorough client interviews and assessments, exercise sound judgment in high pressure situations, gather and assess critical information professionally and compassionately and work effectively with individuals across a wide range of mental health functioning, literacy levels, coping abilities and life skills.

Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the Community and Health Services bargaining unit for labor relations purposes.

Individuals in a full-time classification are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months.

Incumbents may also be subject to overtime, standby, callback, weekend and holiday as identified in their MOU (Memorandum of Understanding). The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete Job Task Analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

ABOUT THE DEPARTMENT

The Stanislaus County Public Defender's Office works to combat mass incarceration by providing zealous, high-quality representation to low-income individuals facing criminal charges. The Office is committed to serving the whole client, addressing the underlying needs that contribute to criminal legal involvement as well as those that emerge through contact with the legal system. Grounded in a client-centered approach, the Office affirms that every client is entitled to autonomy, dignity, and respect throughout their legal journey. The Public Defender's Office is a dedicated team of more than 45 attorneys, investigators, paralegals, and professional staff who work collectively to protect clients' liberty and safeguard their futures in the face of criminal allegations.

*Scan the QR code for details on
each division*



THE TYPICAL TASKS

- Help clients navigate through the criminal legal and court systems
- Partner closely with attorneys to support arguments for better legal outcomes, including providing relevant information and records, and drafting persuasive narrative reports
- Interview and assess clients in office or in non-office settings, such as jail, prison or mental health treatment facilities, etc.
- Conduct client screenings and assessments and evaluate data to identify causes of problems and congruently with established care plans
- Facilitate court-ordered mental health treatment or addiction rehabilitation
- Gather social history information for use by clinicians or attorneys in developing case plans, primarily focusing on clients who suffer from substance use disorders and/or mental health disorders which are manageable with medication
- Appear with the Public Defender team in court, including testifying as an expert witness and making recommendations about mental status, client interests, incapacities, or inability to testify
- Provide consultation, education, or training to criminal justice and correctional systems, law makers, law enforcement personnel, attorneys, law students, paralegals, and members of the public
- Conduct needs assessments for Public Defender clients and evaluate individual needs and evaluate data to identify causes of problems
- Coordinate jail discharge, provide linkage to services, conduct further clinical assessments, coordinate services, and provide case management
- Gather factual mitigation through interviews
- Collaborate with community partners for additional service
- Provide ongoing assessments of clients' emotional, behavioral and social needs
- Develop client re-entry plans or treatment plans and follow-up care programs and help set individual and/or family centered goals to meet client needs
- Obtain and analyze records
- Advocate on behalf of clients to social service agencies
- Advocate orally on behalf of clients to judges, programs and prosecutors
- Perform intensive casework services with clients and their families.
- Ensure clients' treatment needs are adequately addressed
- Maintain security and confidentiality of information created or encountered in the assigned duties

MINIMUM QUALIFICATIONS

KNOWLEDGE

- Socioeconomic conditions and trends
- Basic principles of individual and group behavior
- Current issues in the field of social welfare
- Principles of interviewing and problem-solving methodology
- Basic Public welfare programs on the Federal, State and local agencies
- General principles of public assistance policies and programs
- Problems in the field of public social services and current methodology

SKILLS/ABILITIES

- Establish rapport and engage clients in services
- Analyze situations and adopt an effective course of action
- Apply existing laws, rules and regulations to department operations
- Interpret social services programs for applicants, recipients or other members of the public
- Interview
- Maintain records
- Work constructively within a community setting and effectively use appropriate resources and services
- Review cases, prepare written summary and management reports regarding quality assurance
- Write court reports and testify effectively
- Train new Social Worker I's and II's
- Visually examine clients for bruises, lacerations and other signs of physical abuse
- Public speaking
- Learn online computer input

MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

PATTERN I

- One (1) year performing duties comparable to a Social Worker II in a public social services agency; OR
- Two and one-half years (2.5) performing duties as a Family Services Specialist III

PATTERN II

- Graduation from an accredited four-year college which includes 30 units in Social Welfare, Social/Human Services, Sociology, or other Behavioral Science, AND
- Two (2) years social work casework experience in a public or private social services agency

IN ADDITION TO PATTERN I AND II:

- Possess and maintain a valid California Driver's License. Employees may be required to use personal transportation during the performance of their duties.
- Possess and maintain a valid Real ID driver license or Identification Card, valid U.S. passport or passport card, military ID or other federally approved identification to fly within the United States during the performance of their duties effective October 1, 2020.
- Proof of liability insurance as required by the State of California.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications.

- Graduation from an accredited four-year college which includes 30 units in Social Welfare, Social/Human Services, Sociology or other Behavioral Science

Proof of education will be required for verification purposes at the time of application., Applicants who are unable to submit proof must call 209-525-4260 to make other arrangements before 5pm on the final filing date. Failure to submit proof or make arrangements before the final filing deadline will result in disqualification.

QUICK GUIDE TO APPLYING



APPLICATION PROCESS



1.
Find the
Right Job



2.
Update Your
Application



3.
Submit Your
Application



4.
Wait for
Processing



5.
Receive Notice of
Application Status

APPLICATION BEST PRACTICES

BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

COMMON MISTAKES TO AVOID

WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



JOIN OUR TEAM and receive a bonus worth UP TO \$10,000!

or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



Cash Payout

Redo that kitchen or paydown debt.

It's all yours.



Leave Time

Take a little extra time off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable income and receive it later.

Why not?



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 **BONUS CASH PAYMENT**

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 **BONUS LEAVE TIME**

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 **BONUS DEFERRED COMPENSATION CONTRIBUTION**

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



STANISLAUS COUNTY HUMAN RELATIONS

Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$67,537 - 82,0763 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 61 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 10 paid holidays annually
- \$900 annual Professional Development reimbursement
- Optional participation in Flexible Spending Account & Health Savings Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit stanjobs.org for details.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the Community & Health Services bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months for a total of eighteen months. The probationary period does not apply to unclassified positions.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <https://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>.

APPLICATION PROCEDURES/FINAL FILING DATE: March 10, 2026

Oral Examinations are tentatively scheduled: Week of March 16, 2026

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.