



**DANE COUNTY,  
WISCONSIN**  
DIRECTOR OF  
HUMAN SERVICES

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**MGT**



# DANE COUNTY, WISCONSIN

## DIRECTOR OF HUMAN SERVICES

Dane County (pop. 583,533) is in the heart of Wisconsin and is the home of the City of Madison, the second largest city in the State and the Wisconsin state capitol, and to the University of Wisconsin – Madison. Madison has a small, college town feel with big city amenities. 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, nestled in the center of Dane County is in south-central Wisconsin near the Illinois border, 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 wide-spread, 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.

Dane County is also home to a wide range of communities from Shorewood Hills on the shores of Lake Mendota to Blue Mounds in the rural southwest portion of the county. All of these communities have exceptional schools and amenities which provide a wide variety of environments and levels of development to suit almost everyone.





## DEMOGRAPHICS/AMENITIES

Average Age **39**

White **84%**

Hispanic/Latino **7.8%**

African American **5.8%**

Asian **6.6%**

Average House Price **\$301,900**



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 play 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, or kayaking, bicycling, hiking, fishing, and camping.





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 across Dane County.

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 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.

Dane County 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 insurance companies like American Family Insurance, CUNA Mutual Group, and National Guardian Life.

## THE ORGANIZATION

Dane County provides a wide range of governmental services. Services and Facilities include but are not limited to the Dane County Regional Airport, the Henry Vilas Zoo, the Alliant Energy Center, a county park system, a county Human Services Department, the Dane County Court System and Dane County Jail, the Dane County Sheriff's Office, and a number of other general government services.

An elected County Executive and a thirty-seven-member Board of Supervisors provide governance. 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 (Clerk, Register of Deeds, Sheriff, Clerk of Courts, Treasurer, and District Attorney).

## THE POSITION IN BRIEF

This position will serve as the Director of the under the direction of the County Executive with responsibility for all day to day operations, planning and management of the eight divisions, facilities and staff.

## THE DANE COUNTY HUMAN SERVICES DEPARTMENT

The Dane County Department of Human Services (DCDHS) provides a comprehensive array of services and programs to more than 30,000 customers. The Department is organized into eight divisions — Administration; Disability and Aging; Children, Youth and Family Services Economic Assistance and Work Services; Prevention and Early Intervention; Housing Access and Affordability; Behavioral Health and Badger Prairie Health Care Center. DCDHS employs 842.05 FTEs who work from eight locations. DCDHSD's proposed 2025 budget is \$313 million which includes the support to all service contract service providers and \$6.3 million in capital expenditures.

The Dane County Human Services Department as a complex multi-divisional department that spans multiple locations, including the Badger Prairie Health Center is responsible for all of Dane County's human service needs. In addition to its own staff, it operates with over four hundred outside service contracts which are typically private non-profit organizations. Together this diverse group of providers and staff provide services to the citizens of Dane County including those with developmental and physical disabilities, the elderly, children and adults with mental illness or homeless, employment support for low-income adults and children and youth who suffer due to mistreatment and delinquency as well as other specific programs.

This position provides staff support for the Health and Human Needs Committee of the County Board, the Human Services Board and the Area Agency on Aging as well as any other advisory committees or commissions. The Director will be required to participate with or on Statewide Committees or organizations that relate to the work of the Department.



This Director will appoint and direct staff across all divisions and submit the annual department budget. This position is responsible for the work plan and priorities as well as managing the goals and objectives of the department strategic plan. The Director will be responsible for internal and external communications and be the representative to the media, outside agencies, professional organizations and especially its residents. The Director will direct the preparation and negotiation of grant requests and prepare reports for both administrative and public review. This position staffs the Health and Human Needs Committee and the Human Services Board.

The Director is responsible for developing and directing a five-year strategic plan identifying the goals and the priorities of the department. The current five year strategic covering 2020 – 2026 can be found at this [link](#).



## CANDIDATE REQUIREMENTS

All Candidates should have an equivalent combination of education, training and experience which provides the required knowledge, skills, and abilities, as outlined below:

A master's degree in human services, public administration, business administration or related field and a combination of experience equivalent five years of leadership preferably in human services OR a bachelor's degree in of the above specified fields combined with 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.

Have or the ability to obtain a valid driver's license and access to personal transportation.

### The Ideal Candidate will

- Have a strong knowledge and understanding of large department management including budgeting, planning, personnel management, program evaluation and management and information systems.
- Have a good working knowledge of federal, state and local laws and regulations on the operation of the department's programs.
- Have knowledge of governmental and private grant procedures.
- Have the ability to plan, organize and direct activities of a large diverse organization including staff.
- Have the ability to develop, implement and direct client centered service programs.
- Have the ability to effectively present ideas and concepts both verbally and in writing to governmental bodies and boards and committees as well as the news media, employees and the public.
- Be an energetic and ethical professional with strong technical, interpersonal and collaboration skills.
- Have a record of problem solving, decisiveness, consensus building and approachability.
- Have the ability to supervise a staff with diverse expertise and experience to achieve the highest level of customer service.
- Have an inclusive managerial style, as well as clear, concise, and open communication skills.





## COMPENSATION, BENEFITS AND THE ORGANIZATION'S CULTURE

### COMMITMENT TO EQUITY & INCLUSION

Dane County strives to provide a work environment where diversity and differing opinions are valued, creativity is encouraged, continuous learning and improvement are fostered, teamwork and open/honest communication are encouraged, and meeting customers' needs through quality service is a shared goal. All employees must be able to demonstrate multicultural competence - the awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways. Applicants from traditionally underrepresented populations including women, racial and ethnic minorities, and persons with disabilities are especially encouraged to apply.

The salary is \$197,600 and negotiable based on qualifications and experience. The County offers exceptional benefits including the Wisconsin Retirement System, optional 457 deferred compensation plan, retirement enhancement plan, Prime Choice at retirement, two health plans, full dental, voluntary plans, FSA account, Life Insurance and exception leave time benefits.

### HOW TO APPLY

Candidates should apply online with resume, cover letter and contact information for five work-related references to the attention of David De Angelis, MGT Senior Consultant. Tel: 262-844-6863. The first review of resumes will be on February 27, 2025, and will include review of previous applications. Resume reviews will continue on a rolling basis until the position is filled.

Dane County is an Equal Opportunity Employer.

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