



ASSISTANT BUREAU CHIEF (NON-SWORN)

EXAM CODE:	8JU51
DEPARTMENT(S):	DEPARTMENT OF JUSTICE
EXAM TYPE:	OPEN
LOCATION(S):	SPOT-SACRAMENTO
BULLETIN RELEASE DATE:	FRIDAY, DECEMBER 7, 2018
FINAL FILING DATE:	FRIDAY, DECEMBER 21, 2018
SALARY INFORMATION:	\$9,503 - \$10,795*
	<i>*The salaries used in this bulletin are the latest available from the state controller's office, but may not reflect the most recent salary adjustment.</i>
CLASS & SCHEM CODE:	8680 / VD16

EQUAL EMPLOYMENT & DRUG FREE STATEMENTS

The state of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

It is the objective of the state of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

SPECIAL TESTING ARRANGEMENTS

If you are an individual with a disability and need reasonable accommodation to participate in this examination, please mark the box in question #2 on the "examination application." You will be notified in writing to determine what assistance can be provided.

WHO CAN APPLY

Persons who meet the minimum qualifications of the classification, as stated on this examination bulletin. All applicants must meet the education and/or experience requirements by the final filing date. All applications/resumes must include "to" and "from" employment dates (month/day/year), time-base, and applicable classification titles.

ELIGIBLE LIST INFORMATION

A departmental open eligible list will be established for the Department of Justice. The list will be abolished 12 months after it is established, unless the needs of the service and conditions of the list warrant a change in this period.



FINAL FILING DATE

Friday, December 21, 2018

Examination applications (form STD 678) must be postmarked (U.S. mail) or personally delivered no later than the final filing date. Applications must have an original signature. Applications without original signature will be rejected from the examination.

APPLICATIONS POSTMARKED OR PERSONALLY DELIVERED AFTER THE FINAL FILING DATE WILL NOT BE ACCEPTED FOR ANY REASON.

MINIMUM QUALIFICATIONS

EITHER I

1. One year of experience in the Department of Justice, performing law enforcement related duties in a line or staff capacity comparable in level to those of a Department of Justice Administrator II (DOJA II); or
2. Two years of experience in the Department of Justice, performing law enforcement related duties in a line or staff capacity comparable in level to those of a Department of Justice Administrator I (DOJA I); or

OR II

Experience: Five years of supervisory experience in a law enforcement agency. At least two years must have been in a supervisory position which included administrative responsibilities, such as budgeting, management analysis, personnel, statistical analysis, or research in an identification, criminal statistics, narcotic enforcement, investigations, or technical services program area. (Experience in the California state service applied toward this requirement must include at least one year performing law enforcement related duties in a line or staff capacity comparable in level to those of a DOJA II or two years performing law enforcement related duties in a line or staff capacity comparable in level to those of a DOJA I). (Possession of a graduate degree in public administration, business administration, law political science, or related areas may be substituted for one year of required experience.)

AND

Education: Equivalent to graduation from college. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

DEFINITION OF TERMS

"...**duties...comparable in level...**" means that the applicant must have State civil service experience of appropriate type and length in a class at the same or higher level of responsibility as the class specified.

"**Equivalent to graduation from college**" means satisfaction of the requirements for a bachelor's degree from an accredited college. This means the applicant must show receipt of a bachelor's degree (4 year college degree).

POSITION DESCRIPTION

Assistant Bureau Chiefs are responsible for assisting a Bureau Chief, in the planning, organizing, direction, and administration of a major program area of the Division of Law Enforcement or of the California Justice Information Systems Division. Incumbents are involved in a wide range of administrative and managerial duties of program implementation, such as the review of major projects within the Bureau, formulation of Bureau training programs, representing the Department before the general public and other law enforcement agencies, and acting for the Bureau Chief in his/her absence. Incumbents may be ordered by the Attorney General to assume responsibility for direction of local law enforcement activities in the event of a regional or statewide emergency.



EXAMINATION INFORMATION

In order to obtain a position on the eligible list, applicants must receive a minimum combined rating of 70% on the examination. This exam will consist of the following:

ORAL PRESENTATION – 40%

The Oral Presentation will require candidates to deliver a presentation to a panel of subject matter experts. The prompt and requirements regarding this phase of the examination will be mailed out around two weeks prior to the examination date to all candidates who meet the Minimum Qualifications. The presentation will be rated using pre-determined, standardized rating criteria.

QUALIFICATION APPRAISAL PANEL (QAP) – 60%

The QAP consists of an oral interview that will contain a set of job-related questions. Candidates will be provided a copy of the interview questions to review and take notes for a period of time before entering the interview room. Candidates' verbal responses will be evaluated by a panel of Subject Matter Experts against job-related scoring criteria.

TEST DATE

It is anticipated that the test will be conducted the week of **January 28, 2019** in Sacramento.

KNOWLEDGE, SKILLS, & ABILITIES

The **Oral Presentation and QAP** will measure the following:

KNOWLEDGE OF:

1. Personnel management techniques.
2. Leadership principles, techniques, and practices.
3. Principles, practices, and trends of public administration, organization, and management.
4. Principles and practices of policy formation and implementation.
5. Program development and evaluation techniques.
6. Processes and procedures related to analyzing proposed legislation in order to determine the impact on a program or department.
7. Problem solving methods.
8. The department's budgeting process and procedures.

ABILITY TO:

1. Speak clearly and effectively to audiences at all levels include line program staff, administrators, and elected officials.
2. Maintain personal composure in a high stress or frustrating situations.
3. Persuade others to adopt a perspective or stance on an issue to further the mission of the bureau.
4. Balance the need for the bureau's personnel and resources at complex investigative sites across the state with limitations of pre-existing workload, budget, and physical location of the resources requested.
5. Mentor staff to pass on institutional knowledge and improve the quality of the workforce.
6. Foster cooperative working relationships between both internal staff and external organizations.
7. Offer high-level advice to the Attorney General or his/her senior staff on all matters pertinent to the bureau.

SKILL IN:

1. Making decisions and delivering work products within requires deadlines in a high stress, high intensity environment.
2. Analyzing complex problems and making effective recommendations for the resolution of those problems.
3. Gaining and retaining the confidence and support of high level administrators.
4. Analyzing policies, procedures, and organizational structures to evaluate their impact or effectiveness.
5. Developing a high level plan or strategy to advance the bureau's objectives.
6. Organizing groups of staff or resources to advance the bureau's objectives.
7. Delivering presentations and effectively communicating at high level meetings (e.g. large stakeholder groups, boards and commissions, the Legislature).
8. Negotiating solutions with internal and external stakeholders who may hold widely disparate views or positions on critical policy issues.



VETERANS' PREFERENCE

Veterans' preference credits will be awarded in this examination, pursuant to government code section 18973.1, effective January 1, 2014, as follows: 1. Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veteran's preference. 2. An entrance examination is defined, under the law, as any open competitive examination. 3. Veterans preference is not granted once a person achieves permanent civil service status.

CAREER CREDITS

Career credits **do not** apply for this examination.

FILING INSTRUCTIONS

To apply for this examination, please complete and return the following:

- [Standard State Employment Application \(Form STD 678\)](#)
- [Conditions of Employment \(Form 631\)](#)
- Official school transcripts (if applicable to meeting minimum qualifications): *Candidates unable to obtain official transcripts before the final filing date may submit unofficial transcripts for the examination process. However, candidates will be required to submit official transcripts upon appointment to a position.*

MAILING ADDRESS:

DEPARTMENT OF JUSTICE
TESTING & SELECTION UNIT
ATTN: ASSISTANT BUREAU CHIEF (NON-SWORN) EXAMINATION
P.O. BOX 944255
SACRAMENTO, CA 94244-2550

FILE-IN-PERSON:

DEPARTMENT OF JUSTICE
TESTING & SELECTION UNIT
ATTN: ASSISTANT BUREAU CHIEF (NON-SWORN) EXAMINATION
1300 "I" STREET, FIRST FLOOR LOBBY
SACRAMENTO, CA 95814

DO NOT SUBMIT APPLICATIONS

- TO THE CALIFORNIA DEPARTMENT OF HUMAN RESOURCES (CalHR)
- THROUGH EMAIL
- THROUGH FAX
- THROUGH INTER-AGENCY MAIL

CONTACT INFORMATION

Any questions regarding the minimum qualifications, applying for the examination, being scheduled for the examination, reasonable accommodations, the examination components, scoring, etc., may be directed to the contact information below:

PHONE NUMBER: 916-210-6021
FAX NUMBER: 916-445-1218
EMAIL ADDRESS: TSU@DOJ.CA.GOV



GENERAL INFORMATION

The Department of Justice reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all candidates will be notified.

It is the Candidate's Responsibility to contact the Department of Justice, seven days prior to the test date if he/she has not received his/her notice. For an examination without a written feature it is the candidate's responsibility to contact the Department of Justice, 916-210-6021, TDD (916) 952-8396 three weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at California Department of Human Resources Offices (www.jobs.ca.gov), and local Offices of the Employment Development Department (www.edd.ca.gov).

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

Examination Locations: Tests will be given in such places in California as the number of candidates and conditions warrant. Tests are not always given where positions currently exist.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub divisional promotional, 2) departmental promotional, 3) multi departmental promotional, 4) service wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older list must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and the ability to work cooperatively with others; and a state of health consistent with the performance of the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits and fitness. In appraising experience, more weight will be given to the breadth of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

Veterans Preference: Pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows: 1. Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veteran's preference. 2. An entrance examination is defined, under the law, as any open competitive examination. 3. Veterans Preference is not granted once a person achieves permanent civil service status.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

Career Credits: In open, non-promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the application Form 100-678. (Section 4 of article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento)

Department of Justice, Office of the Attorney General
Office of Human Resources, Testing & Selection Unit
1300 I Street, Sacramento, CA 95814
916-210-6021

If hearing impaired, call the California Relay Service.
1-800-735-2929 (From TDD Phone)
1-800-735-2922 (From Voice Phone)

TDD is Telecommunications Device for the Deaf and is reachable only from telephones equipped with a TDD device.

IDENTIFICATION #: _____
(Personnel Office Use ONLY)

NAME: _____ (PLEASE PRINT)
Last First M.I.

If you are successful in the above examination, your name will be placed on the active list, and certified to fill vacancies according to the conditions you have specified on this form. If you are unable to accept employment, or do not reply to contacts from the department your name will be placed on the inactive list for this classification.

PLEASE INDICATE THE TYPE OF APPOINTMENT(S) YOU WILL ACCEPT

Please Check Your Choice(s):

- (D) Permanent - full time only.
- (R) Permanent - part time or intermittent, AND
Temporary - full time, part time, or intermittent.
- (A) All of the above

NOTE: PLEASE NOTIFY THE DEPARTMENT OF JUSTICE/ TESTING AND SELECTION UNIT, IN WRITING, OF ANY CHANGE IN YOUR ADDRESS OR AVAILABILITY FOR EMPLOYMENT.

DEPARTMENT OF JUSTICE
TESTING & SELECTION OFFICE
1300 "I" STREET
SACRAMENTO, CA 95814