



# State of Nevada

*Invites you to apply for*

**Deputy Director of Programs, Human Services**



# THE STATE OF NEVADA

## MISSION STATEMENT

The Nevada Way: Empowering the executive branch to provide solution-oriented customer service to residents, businesses, and visitors so Nevada is recognized for its world-class destinations, its innovative and business-friendly economic environment, its quality of life, and its efficiently and effectively run state government.

## VISION

Governing with transparency and fiscal responsibility; working with local government, non-profit and industry partners; delivering dependable services to citizens and visitors; and creating opportunities for Nevadans to lead safe, healthy, prosperous, and productive lives.

**“OUR CAPACITY TO ACHIEVE GREAT DEEDS WILL NEVER BE IN QUESTION, BECAUSE WE WILL FOLLOW THE NEVADA WAY – NEVER GIVE UP, NEVER GIVE IN, AND NEVER STOP DREAMING.”**



**Governor Joe Lombardo  
STATE OF THE STATE ADDRESS**

The State of Nevada, encompassing over 110,000 square miles, is a land of vast natural beauty, economic diversity, and cultural vibrancy. Known as the “Silver State” for its historic mining legacy, Nevada today is equally recognized for its dynamic cities, rugged outdoor landscapes, and spirit of independence. Anchored by metropolitan hubs like Las Vegas and Reno, Nevada also offers a rich tapestry of rural communities, tribal lands, and open desert that reflect its deep Western roots.

Home to more than 3.2 million residents, Nevada is one of the fastest-growing states in the nation. The state features no personal income tax, a favorable business climate, and year-round recreational opportunities—from world-class entertainment and dining to hiking, skiing, and stargazing beneath some of the clearest night skies in the U.S.

With over 300 days of sunshine annually in many regions, Nevada’s climate ranges from the dry heat of the Mojave Desert to the four-season beauty of the Sierra Nevada. The state is also home to Lake Tahoe, Great Basin National Park, Red Rock Canyon, and more than 800,000 acres of state park land.

Nevada balances innovation and tradition, offering a high quality of life, a growing emphasis on sustainability and technology, and a commitment to preserving the natural and cultural richness that makes the state truly one of a kind.



## Human Services, Division of Social Services

# MISSION STATEMENT:

*The Department of Human Services (DHS) promotes the health and well-being of its residents through the delivery or facilitation of a multitude of essential services to ensure families are strengthened, public health is protected, and individuals achieve their highest level of self-sufficiency.*

# VISION STATEMENT:

*Helping people. It's who we are and what we do.*

The Deputy Director of Programs provides high-level strategic leadership and administrative oversight for the delivery of human services across the State of Nevada. Reporting directly to the DHS Director, this position is responsible for the synchronization of programs across multiple divisions to ensure a "no wrong door" approach for Nevada's citizens. The incumbent oversees program evaluation, legislative implementation, and the integration of social service delivery systems cross departmentally.

In alignment with Governor Lombardo's vision for a more efficient and accountable Nevada, the Deputy Director will not only manage programs but will serve as a change agent in the 2025 DHS reorganization. You will be tasked with helping transform Nevada's human services landscape, modernizing behavioral health responses, and ensuring that our service delivery models empower Nevadans toward self-sufficiency and economic independence.

This is an unclassified position within Nevada State Government and is appointed by and serves at the pleasure of the Director of the Department of Human Services.

## UNIT SECTIONS:

The DHS Director's Office provides executive oversight and coordination for the services and programs administered by the Department's divisions and offices within their respective areas of responsibility. This oversight includes the following divisions:

Aging and Disability Services Division (ADSD)

Division of Child and Family Services (DCFS)

Division of Public and Behavioral Health (DPBH)

Division of Social Services (DSS)

Employment is contingent upon successful completion of a background check including a fingerprint criminal history check.

This position requires statewide travel.

# THE IDEAL CANDIDATE

## WHAT WE'RE LOOKING FOR:

DHS is seeking a results-driven Deputy Director of Programs to spearhead the strategic integration of social and health services across the State of Nevada. The ideal candidate will be a "systems thinker" with a proven track record of navigating legislative processes, maximizing federal funding streams, and implementing data-driven policies that address the unique geographic and demographic challenges of Nevada's urban and rural communities.

## WHAT YOU'LL BE DOING:

This executive leadership role is responsible for integrating departmental operations and ensuring the seamless delivery of programs across Social Services, Public Health, and Child and Family Services. The incumbent spearheads the department's legislative agenda by managing bill draft requests, tracking impactful legislation, and facilitating collaborative analysis across all divisions.

Key responsibilities include ensuring statewide compliance with federal and state regulations, serving as a strategic advisor to the Director, and directing public information and constituent relations. The ideal candidate will provide high-level guidance to Division Administrators to ensure consistency in policy and implementation of comprehensive programs of direct, referral, and advocacy services for residents.

## QUALIFICATIONS:

**Education:** A Bachelor's degree from an accredited college or university in health related field, business, law or equivalent.

**Experience:** Five (5) to seven (7) years of professional experience in public sector leadership, government relations or experience in the administration of a large scale health or human services organization.



*Join a team where your impact will matter from day one.*

## KEY QUALITIES & COMPETENCIES:

- Strategic Program Oversight: Direct the planning and implementation of statewide programs, ensuring alignment with the Governor's priorities and the Department's mission.
- Compliance & Quality Assurance: Ensure all program services comply with Nevada Revised Statutes (NRS), federal mandates, and grant requirements. Implement data-driven quality improvement initiatives.
- Community & Stakeholder Engagement: Serve as a primary liaison to community partners, non-profits, and local governments to foster public-private partnerships. Facilitate collaboration between divisions to eliminate silos and streamline client services.
- Legislative & Policy Analysis: Represent the Department during Nevada Legislative Sessions; testify before committees and analyze the impact of proposed state and federal legislation on program operations.
- Innovation - Champions continuous improvement and emerging technology solutions.
- Ethical Leadership - Promotes equity, accessibility, and integrity in all initiatives.

## SALARY:

\$151,902 annually based on the employer/employee retirement plan.

## LOCATION:

Carson City or Las Vegas, Nevada

# STATE BENEFITS

*The State of Nevada offers a wide array of benefits to employees, including:*

- Medical, dental, life, and disability insurance coverage
  - Twelve paid holidays per year
  - Three weeks of annual leave
  - Three weeks of sick leave
- Participation in the Public Employees' Retirement System (PERS)
  - Access to a tax-sheltered deferred compensation plan
- No Social Security contributions (Medicare deduction still required)
  - Additional benefits for long-term employees



The State of Nevada is an equal opportunity employer dedicated to building diverse, inclusive, and innovative work environments with employees who reflect our communities and enthusiastically serve them. All applicants are considered without regard to race, color, national origin, religion or belief, age, disability, sex, sexual orientation, gender identity or expression, pregnancy, domestic partnership, genetic information (GINA), or compensation and/or wages.



# APPLICATION & SELECTION PROCESS

**Applications will be accepted on a first-come, first-serve basis and will continue to be accepted until the position is filled. Applicants are therefore strongly encouraged to submit their applications as soon as possible. Hiring may occur at any time during the recruitment process. Interested applicants should submit their cover letter, resume, and a list of three professional references to:**

**Please submit Cover Letter and Resume to:**

**Ashley Kopp, Deputy Director Administrative Services**

**E-mail: [axkopp@dhs.nv.gov](mailto:axkopp@dhs.nv.gov)**

**(Subject Line: Deputy Director)**

**(775) 684-4000**

**In your cover letter please indicate how you heard about this position. If you heard about this position through a website, please specify which website. Thank you!**

