

WINNEBAGO COUNTY, WI

DIRECTOR OF HUMAN SERVICES



POSITION PROFILE

ANNUAL SALARY:
\$142,766 - \$196,700



About Us

Located in the heart of the Fox Valley, Winnebago County (Pop. 171,730) offers a choice of relaxed rural life and small city living. The county seat, Oshkosh (Pop. 66,816) is nestled along Lake Winnebago, Wisconsin's largest inland freshwater lake and located 90 minutes north of Milwaukee and an hour south of Green Bay. Our waterways also include Lakes Butte des Morts, Poygan, Rush, Winneconne, and the Fox River which provide year-round recreational activities.

Winnebago County is seeking a forward-thinking, collaborative, and results-driven leader to serve as its next **Human Services Director**. Following the retirement of a long-tenured and respected director, this is a rare opportunity to lead a department of more than 350 dedicated professionals delivering essential services that impact the health, safety, and well-being of our community.

This role requires a dynamic leader who can effectively administer mandated services while also advancing innovative strategies to address complex, non-mandated challenges such as homelessness, behavioral health needs, public safety diversion efforts, and community well-being.

This is a pivotal leadership role at a time of transition. Winnebago County is navigating demographic shifts, including a growing aging population that will increase demand for services, alongside ongoing workforce challenges in recruiting and retaining skilled professionals. The next Director must be prepared to lead through these realities—balancing service demands with fiscal responsibility, maximizing available revenues and reimbursements, and ensuring long-term sustainability.

The Position

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The Director of Human Services is appointed by the County Executive and confirmed by the County Board of Supervisors. The Director is responsible for the following:

- Provides strategic leadership and operational oversight to five departmental divisions (Administrative Services, Behavioral Health, Child Welfare, Economic Support, and Long Term Support) consisting of more than 350 dedicated professionals delivering essential services that impact the health, safety, and well-being of our community.
- Ensures effective, efficient delivery of mandated services in compliance with federal, state, and local regulations.
- Demonstrates strong fiscal stewardship, including cost containment, efficient service delivery, and maximization of state, federal, and third-party reimbursement opportunities.
- Aligns resources with strategic priorities to maintain service quality while managing budget constraints.
- Champions data-driven decision-making and a culture of continuous improvement to enhance positive client outcomes and program completion rates.
- Engages in and supports public safety diversion initiatives, including partnerships with law enforcement, courts, and community providers to redirect individuals toward treatment and supportive services.
- Identifies and advances innovative solutions to community challenges, including homelessness, mental health access, and service gaps.
- Builds strong partnerships with municipalities, nonprofits, healthcare providers, and private sector stakeholders.
- Collaborates across county departments, particularly with public safety and public health, to address overlapping issues and improve system-wide outcomes.
- Elevates the visibility and impact of the department within the community.
- Fosters a positive organizational culture focused on employee engagement, professional development, and workforce retention.
- Plans for and responds to increasing service demands associated with an aging population.

Ideal characteristics would include:

Education: Master's degree or higher in a Human Services related field.

Experience: Ten years of progressively responsible supervisory and related experience including five years of prior experience at an upper management level in human services.

Knowledge: Budget preparation and management, effective program development and management, Wisconsin DHS administrative codes related to services, and governmental operations. Strong understanding of public sector service delivery and regulatory environments.

Skillset: A dynamic leader, committed to collaboration and customer service, having a solutions-oriented mindset, with the ability to translate complex concepts into clear, actionable guidance.

For a complete job description, [visit the McMahon webpage.](#)

Winnebago County Government

GOVERNANCE STRUCTURE

Winnebago County is led by a non-partisan County Executive elected every four years, and a non-partisan 36-member County Board of Supervisors elected every two years. The Director of Human Services is appointed by the County Executive with confirmation required by the County Board. County elected officials include the Clerk of Courts, County Clerk, Register of Deeds, Sheriff, and Treasurer. Local state elected Officials include the Circuit Court Judges and District Attorney.

Under the County Executive form of organization, the role of the Executive is to administer the budget and direct daily operations. The role of the Board includes establishing policy.



DEPARTMENTS

Winnebago County serves the community through 27 departments and employs over 1,100 employees. These departments address needs in public works, public safety, land use, health and human services, and internal service departments. The County owns and operates a nursing home and a regional airport which becomes the busiest in the world during the annual Experimental Aircraft Association (EAA) AirVenture Fly-In.

Community Highlights

EDUCATION & LOCAL BUSINESSES



Our community is the home of many outstanding academic centers including the University of Wisconsin Oshkosh and Fox Valley Technical College.

We are home to the Wisconsin Herd, the NBA G-League affiliate of the Milwaukee Bucks and the G-League 2022-23 Franchise of the Year. Winnebago County is home to the global headquarters of Oshkosh Corporation, a Fortune 500 manufacturing and innovation company.

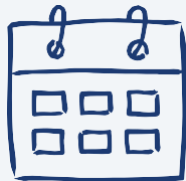
ARTS & CULTURE



Explore the many museums such as the Bergstrom-Mahler Museum of Glass, EAA Aviation Museum, and Oshkosh Public Museum. Additionally, we are the home of the Experimental Aircraft Association (EAA) and host their annual convention, which draws visitors from around the nation and world. Or catch a performance at The Grand Oshkosh or the Fox Cities Performing Arts Center. Enjoy various exhibits at the Paine Art Center and Gardens or see the wonders of the universe at the Barlow Planetarium. Support the local community by attending the Oshkosh Farmers Market, which was rated one of the 101 Best Farmers Market in America. You will find locally grown produce, handmade items, and live music.

Benefits

Winnebago County offers a comprehensive benefits package, including health, dental, and vision insurance, along with a variety of additional generous benefits to support employees' well-being and work-life balance.



TIME OFF

Winnebago County employees earn up to 25 days of PTO in the first year of employment. This increases by 2 days, every 2 years, for a maximum of 43 PTO days per year. Plus, 10 paid holidays!



FREE HEALTH CLINIC

Winnebago County offers a FREE health clinic and virtual primary care for those enrolled in the county health plan, including spouse and minor dependents.



RETIREMENT SAVINGS

Winnebago County is a Wisconsin Retirement System (WRS) Employer, including a 100% employer match!



STUDENT LOAN DEBT ASSISTANCE

Winnebago County is a Public Service Loan Forgiveness (PSLF) eligible employer and partners with Savi to help employees manage and reduce student loan debt.

How to Apply

If you are interested in this great career opportunity, email your resume and a cover letter to khackbarth@mcmgrp.com. **Applicants are required to submit both a cover letter and a resume by 5:00 PM, September 25, 2026.** Questions regarding the position can be directed to Russ Van Gompel at rvangompel@mcmgrp.com. For more information, please visit the dedicated [Winnebago County Human Services position on the McMahon website.](#)