

COUNTY OF SAN DIEGO



CHIEF ADVANCE PLANNING



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THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza- Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$4.86 billion and provides services to the residents of the County through its nearly 16,000 employees in 42 different departments.

THE DEPARTMENT

The Department of Planning & Development Services (PDS) is a new department with a new culture focused on providing a high-level of customer service and organizational excellence.

PDS balances community, economic and environmental interests to ensure the highest quality of life for the public and serves as the planning and development services agency for the unincorporated area.

PDS has an annual operating budget of \$34 million with a total of 178 employees.

Services

- Processing zoning & subdivision permit applications.
- California Environmental Quality Act (CEQA) compliance.
- Developing the County's habitat conservation program.
- Preparing and reviewing long range plans, policies and programs.
- Maintaining a comprehensive County-wide General Plan.
- Issuing construction permits for individual developments.
- Maintaining an enforcement program for land use and construction regulations.

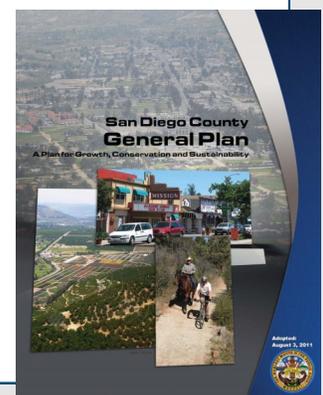
Please click [here](#) for additional information on the Department of Planning & Development Services.

THE ADVANCE PLANNING DIVISION

The Advance Planning Division consists of approximately 10 employees and is responsible for the long range planning documents that guide land development within the unincorporated areas of the County of San Diego.

The Division maintains the County General Plan, the document that provides a framework for future growth and development in the County, and the Zoning Ordinance. The Division also oversees development and implementation of sub-region plans under the Multiple Species Conservation Program, a regional conservation planning program intended to ensure the long-term survival of sensitive plant and animal species while planning for future land development.

On average, the Division manages 20 – 25 long range planning initiatives throughout the year, including several multi-year projects including the creation of, and updates to, various County policies and ordinances ranging from renewable energy, regulations for equine facilities, modernization of zoning regulations, form-based codes for communities, regulations for boutique wineries and a broad spectrum of other land development initiatives.



THE IDEAL CANDIDATE

Planning & Development Services is seeking a dynamic, innovative, and independent leader. The ideal candidate thrives, and has demonstrated experience, at policy and ordinance development in a fast-paced, high-profile and demanding environment.

The ideal candidate will also possess a professional history that demonstrates a combination of the following necessary leadership competencies and attributes:

- Considerable knowledge of and experience in the planning and land use field, including California Environmental Quality Act (CEQA), General Plan, Zoning, and/or Subdivision Ordinance.
- Experience in project management of land development projects and programs.
- A customer service-oriented management philosophy which transcends all levels of an organization.
- Organizational and political awareness of sensitive issues and understanding of multiple stakeholder needs to develop consensus on projects and programs, including working with boards and commissions, community planning or sponsor groups, industry groups, community organizations, agency officials and the public.
- Strategic thinking and anticipation of future consequences and trends accurately while applying knowledge appropriately.
- An ability to mentor, develop and advocate for staff.
- Strong and innovative leadership and management skills.
- An ability to convey information and ideas verbally and in writing in an open and articulate manner.

Please click [here](#) for additional information on the job classification for Chief, Land Use.



EXPERIENCE AND EDUCATION

Qualifying candidates will possess A bachelor's degree from an accredited college or university, or certified equivalency for foreign studies, AND, five (5) years of experience that demonstrates the ability to perform the essential functions of the classification which must include 2 years of management or supervision.

OR,

A combination of experience and/or education as stated above.

Note: A master's degree or higher degree may substitute for a total of one year. In order for education to substitute for work experience as indicated above, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis.

Note: Qualifying experience will include CAO Staff Officer or Project Manager experience that involves leading projects.

A bachelor's degree in urban or regional planning, engineering, architecture, environmental management, public administration, or a closely related field and experience in land development and planning, is highly desirable.

COMPENSATION

The expected annual salary range for this position is \$100,000 to \$117,000. To view the full salary range for this classification, click [here](#). Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal-oriented.

BENEFITS

- ◆ Fifteen days of paid vacation; thirteen days of paid sick leave and thirteen paid holidays.
- ◆ Medical, dental and vision insurance plans.
- ◆ Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance.
- ◆ Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options.
- ◆ May be eligible for relocation allowance.
- ◆ Deferred Compensation Program (457) and 401(a) plans.
- ◆ Membership in the San Diego County Credit Union.



GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). For more information regarding GMS, please click [here](#). The successful candidate must have a general understanding of the General Management System.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Applications may be accessed and submitted online. To apply, click [here](#). In addition to completing the application, please submit an updated résumé indicating degrees held and employment history including position titles, dates of service, reporting structure, key duties performed, job titles and number of staff supervised, supervisory responsibilities, budget managed, and current salary.

Applications and résumés will be initially screened for minimum qualifications. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

The review period begins on September 17, 2014.

SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

CONTACT INFORMATION

You may direct any questions regarding the application process to [Carmen PadillaBaluis at Carmen.PadillaBaluis@sdcounty.ca.gov](mailto:Carmen.PadillaBaluis@sdcounty.ca.gov), HR Analyst, at the Department of Human Resources. For questions regarding the position, please contact [Patty Cabello at Patricia.Cabello@sdcounty.ca.gov](mailto:Patricia.Cabello@sdcounty.ca.gov), Senior Human Resources Officer, Department of Planning & Development Services.

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