COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD

DEPUTY DIRECTOR,

AGRICULTURE, WEIGHTS, AND MEASURES

Starting Pay Range $105,000 to $115,000

Excellent Benefits Package

www.sandiegocounty.gov

DEPUTY DIRECTOR, AGRICULTURAL WEIGHTS AND MEASURES | COUNTY OF SAN DIEGO

DEPARTMENT OF AGRICULTURE, WEIGHTS, AND MEASURES

The Department of Agriculture, Weights, and Measures (AWM) of the County of San Diego is seeking online applications and résumés from qualified individuals for Deputy Director, Agriculture, Weights, and Measures, to fill a current vacancy within the department. AWM is one of six departments assigned to the County's Land Use & Environment Group.

This executive management position will report to the Agricultural Commissioner/Sealer of Weights and Measures, and will be responsible for providing leadership over the administrative unit of AWM. This position may also supervise one or more AWM programs. Upon hire, the new incumbent in this position should possess a desire to learn the other AWM programs; and deal effectively with customers and representatives of the County's Board of Supervisors.

THE IDEAL CANDIDATE

AWM is seeking a dynamic, independent, and innovative leader with a strong background and thorough knowledge of budget and fiscal management. The ideal candidate should also possess knowledge of the County's General Management System (GMS) and the ability to learn AWM programs.

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

- Actively seeks opportunities to improve status quo
- Demonstrates motivation to perform beyond the requirements of the position
- Sets and achieves challenging goals for department/unit
- Commits self and others to improve performance and reach challenging goals
- Acts resilient and recovers quickly from setbacks
- Demonstrates superior influence and persuasion skills
- Serves as a consensus builder
- Anticipates future consequences and trends accurately; applies knowledge appropriately
- Carefully considers implications and impact of decisions across time and on others
- Capitalizes on opportunities and manage risks
- Mentors and coaches managers, peers, and leaders
- Candidly addresses and confronts performance issues
- Recognizes strengths and weaknesses of others and how to best manage them
- Deals with performance issues in a timely manner
- Demonstrates an understanding of multiple stakeholder needs
- Demonstrates strong teamwork and collaboration skills

Please click here for additional information on the job classification for Deputy Director, Agriculture, Weights, and Measures.

MINIMUM QUALIFICATIONS

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. Experience must include three years of management level experience and at least one year of 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 of experience and cannot be applied to the required one year of supervision. 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.

COMPENSATION

The annual salary range upon appointment for this position will be $105,000 to $115,000.

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.

EXCELLENT BENEFITS PACKAGE

- Core Benefits: Flexible benefits plan; medical, dental, and vision insurance; flexible spending account; health savings account; life insurance; accidental death and dismemberment insurance; and long-term disability insurance.
- Work/Life Benefits: Employee discount program, healthy living and life care, transit pass program reimbursement, tuition reimbursement, County employees charitable organization, credit union, and employee assistance program.
- Paid Time Off Benefits: Vacation days, personal/sick leave, holidays, injury leave, bereavement leave, jury duty, and military leave.
- Retirement and Savings: Defined benefit pension plan provided by the San Diego County Employees Retirement Association (for additional information click here); and 401A or 457 deferred compensation plans.
- Relocation Allowance: Expenses up to a limit of $15,000 may be reimbursed for personal transportation, moving expenses for household goods, and/or temporary housing. This benefit requires prior approval by the County.

AGRICULTURE, WEIGHTS, AND MEASURES

The mission of the Department of Agriculture, Weights, and Measures is to promote a thriving agricultural community, healthy residents, and balanced environment, as well as to support fair marketplace and consumer confidence in the accuracy of product weight, measure and price.

AWM has an annual operating budget of approximately $21 million and is staffed with 162 full time employees.

AWM serves the community by protecting public health, environment, and local agriculture by performing the following functions:

- Ensure the safe use of pesticides and investigate illnesses
- Inspect eggs for defects to prevent food-borne illnesses
- Prevent the establishment of pests that require pesticide controls, sting or severely injure people, or inhibit growing fresh nutritious fruits, vegetables and other plants
- Promote the use of effective biocontrol measures
- Regulate organic growers, certified producers and certified farmers' markets to allow local marketing of fresh commodities
- Ensure accurate net quantity of packaged goods and accuracy of commercial weighing, measuring and scanning devices
- Protect people from injury and disease caused by wildlife

AGRICULTURE, WEIGHTS, AND MEASURES 2014 CROP STATISTICS AND ANNUAL REPORT

The 2014 Crop Statistics and Annual Report details crop information and highlights the many diverse programs within the County of San Diego Department of Agriculture, Weights, and Measures. AWM's staff work to support the County's focus on healthy families, safe communities, and sustainable environments.

Please click here for additional information on the 2014 Crop Statistics and Annual Report.

Please click here for additional information on the Department of Agriculture, Weights, and Measures.

Please click here for AWM's Facebook page.

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 $5.40 billion and provides services to the residents of the County through its nearly 17,000 employees in 42 different departments.

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 are accessed and submitted on-line. To apply, go to www.sdcounty.ca.gov, then link to jobs; or click here.

In addition to completing the application, please submit an updated résumé indicating academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, number of direct reports or staff, current professional licenses held, and salary information.

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 first review date(s) for applications and résumés will be held during the week of February 1, 2016.

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.

NOTES

The County of San Diego and its employees embrace the Live Well San Diego vision: A region that is Building Better Health, Living Safely and Thriving. Click here for more in-formation www.livewellsd.org.

LIVE WELL
SAN DIEGO

Under California Government Code Sections 3100 - 3109, public employees are designated as disaster service workers. The term "public employees" includes all persons employed by the state or any *county*, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Aaron Morgan, Senior Human Resources Analyst, Department of Human Resources, at Aaron.Morgan@sdcounty.ca.gov, For questions regarding the position, please contact Kevin Powell, Group Human Resources Director, Land Use & Environment Group, at Kevin.Powell@sdcounty.ca.gov.

County of San Diego

Department of Human Resources

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