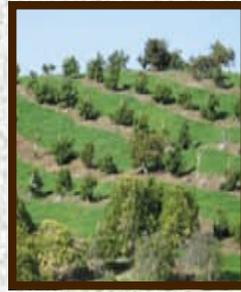
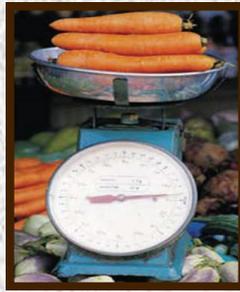




**The County of San Diego  
Invites Resumes for**

**DEPUTY AGRICULTURAL  
COMMISSIONER & SEALER  
(Unclassified Management)**



**Entire Salary Range \$70,720.00—\$137,841.60  
Anticipated Hiring Salary Range \$92,000—\$98,000  
Excellent Benefits Package**

**Department of Agriculture/Weights and Measures  
Promoting a Thriving Agricultural Community, Healthy  
Residents, and a Balanced Environment**



## DEPARTMENT OF AGRICULTURE, WEIGHTS & MEASURES

The Department of Agriculture, Weights & Measures (AWM) enhances and promotes the preservation of agriculture and the environment, while maintaining the health and safety of all citizens, and assuring equity in the marketplace through the fair and equal enforcement of laws and regulations. AWM has an annual budget of approximately \$21 million; and consists of 162 full time staff positions. AWM is responsible for eradicating, containing, or controlling new exotic pests, including insects, plant diseases, nematodes, and weeds. AWM maintains the public confidence that consumers "get what they pay for," in commercial weighting and measuring devices. AWM maintains a level of compliance that meets or exceeds the state-wide benchmarks. AWM also ensures consumer protection by verifying the quality and truth in labeling of agricultural products, such as certified organic produce, eggs, and produce at certified farmers' markets at a minimum compliance level of 80%. For additional information on AWM, including the department's 2013 Crop Report, please click [here](#).

### THE POSITION

AWM is seeking a highly motivated and experienced professional to oversee its Plant, Health, and Pest Prevention Program. Deputy Agricultural Commissioner & Sealer is responsible for administering, managing, and directing a complex agricultural or weights and measures program, or several less complex programs; and supervising and directing operating personnel.

### THE IDEAL CANDIDATE

The ideal candidate is dedicated to the highest ethical standards, ensures responsible stewardship of all that is entrusted to the department, and is committed to excellence. The ideal candidate will have demonstrated the following:

- Experience in building and supporting mutually beneficial relationships with other organizations, associations, and community contacts
- Experience in working with a community to develop consensus on community projects and programs, including working with boards and commissions, developers, community organizations, agency officials and the public
- Experience in preparing executive level reports and correspondence, and communicating technical information in manner that is fundamental and easy to understand
- Ability to exercise appropriate judgment; demonstrate a collaborative yet inquisitive style
- Possession of a master's degree in agriculture, public administration, environmental engineering, a biological science, or a closely related field



## THE IDEAL CANDIDATE— CONTINUED

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

- Strong, innovative and visionary leadership and management skills
- Successful management philosophy that is strongly customer-service oriented and which transcends all levels of an organization
- Ability to manage a diverse group of employees through the use of excellent interpersonal skills
- Organizational and political awareness of sensitive projects, programs and services that could involve competing interests of project applicants, community representatives, environmental advocates, developers, and the public, all while operating under the auspices of an elected Board of Supervisors and Chief Administrative Officer; must be comfortable giving briefings/presentations to the Board of Supervisors and the public
- Ability to stimulate and actively initiate change in an organization with a proven track record of business process re-engineering; and achieving efficiencies and innovation while improving the delivery and quality of service
- Strategic thinker who anticipates future consequences and trends accurately while applying knowledge appropriately
- Ability to convey information and ideas in an open and articulate manner; and communicate effectively both orally and in writing



## MINIMUM QUALIFICATIONS

1. A current California Department of Food and Agriculture license for: County Agricultural Commissioner, Deputy County Agricultural Commissioner, County Sealer of Weights and Measures, or Deputy County Sealer of Weights and Measures, **AND**, 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 two (2) years of management or supervision;

OR

2. Three (3) years of professional experience equivalent to a Deputy Commissioner/Sealer level, managing agricultural or weights and measures programs, including staff for a jurisdiction in another state or for a state agency such as the California Department of Food and Agriculture, or California Department of Pesticide Regulation. Experience must have included management of agriculture or weights and measures inspection or enforcement programs. Once qualifying experience is verified and the candidate is successful in the selection process, a provisional Deputy Agricultural Commissioner or Deputy Sealer license will be requested from the California Secretary of Agriculture on behalf of the candidate. This license is only valid for employment with the County of San Diego. If the provisional Deputy Agricultural Commissioner or Deputy Sealer license is approved, the candidate is considered to have the same qualifications as one above.

OR

3. A combination of experience and/or education as stated above, with the required licenses.

NOTE: Qualifying experience will include CAO Staff Officer or Project Manager experience that involves leading projects. A master's degree or higher from an accredited college or university, or a certified equivalency for foreign studies may substitute for a total of one year. In order for education to substitute for work experience, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis.



## **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 GMS.

## **COMPENSATION AND BENEFITS**

The entire salary range of the Deputy Agricultural Commissioner/Sealer is between \$70,720.00 to \$137,841.60 annually. The anticipated hiring salary range is between \$92,000 - \$98,000 annually, plus an excellent benefits package which includes paid leaves; medical, dental, and vision insurance plans; defined benefit retirement program; possible reciprocity with other governmental retirement systems; and possible eligibility for relocation assistance if the selected candidate is not from the San Diego County area (up to \$10,000).

## **APPLICATION AND SELECTION PROCEDURE**

Interested applicants should complete an employment application which can be accessed online at the County of San Diego's website [here](#).

The complete application process requires submittal of the following:

- An online application
- An up-to-date résumé with salary history.
- A copy/copies of State of California licenses for County Agricultural Commissioner, Deputy County Agricultural Commissioner, County of Sealer of Weights and Measures, or Deputy County Sealer of Weights and Measures

Résumés will be screened to assess each applicant's qualifications and finalists will be invited to interview.

## **SPECIAL NOTES**

Deputy Agricultural Commissioner & Sealer is an unclassified management position. 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**

For questions about the application process, contact Carmen Padilla-Baluis, Human Resources Analyst, at [Carmen.PadillaBaluis@sdcounty.ca.gov](mailto:Carmen.PadillaBaluis@sdcounty.ca.gov).

For questions regarding the position, please contact Shirley Chin, Senior Departmental Human Resources Officer, at [Shirley.Chin@sdcounty.ca.gov](mailto:Shirley.Chin@sdcounty.ca.gov).

