

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



GROUP FINANCE DIRECTOR - Promotional

Land Use and Environment Group (LUEG)

Starting Pay Range \$115,000 to \$124,000

# GROUP FINANCE DIRECTOR—PROMOTIONAL | COUNTY OF SAN DIEGO

## LAND USE AND ENVIRONMENT GROUP (LUEG)

The County of San Diego is currently accepting online applications and résumés for Group Finance Director; this is a promotional recruitment open only for current County of San Diego employees.

### THE POSITION

The Group Finance Director plans, directs, organizes, executes and evaluates the overall financial and budgetary operations within a County Group. As the Group Finance Director for the Land Use and Environment Group, you will be part of the LUEG Leadership Team and serve as principal financial/consultant to the Deputy Chief Administrative Officer in managing the fiscal functions within the Group including the provision of demographic, financial, and/or budgetary resource information which can be used to plan and make informed decisions.

The Group Finance Director coordinates group financial initiatives and programs to promote and ensure that financial resources are used to promote the County's Strategic Initiatives and that financial and fiscal processes are conducted with high standards of transparency, professionalism, and ethics. This is an unclassified management position reporting to the Deputy Chief Administrative Officer.

### THE IDEAL CANDIDATE

The ideal candidate will have substantial relevant experience in a public agency and possess a professional history that demonstrates strong management, leadership and interpersonal skills, competencies and attributes including:

- **Initiative:** Takes prompt action to accomplish objectives and achieve goals beyond what is required; actively seeks opportunities to improve status quo
- **Interpersonal Relationships:** Relates to a wide range of styles and personalities; builds trusting relationships through competent financial expertise
- **Problem Solving:** Anticipates future consequences and trends accurately; applies knowledge appropriately; formulates objectives and priorities and implements plans consistent with the long term interest of the organization; thinks globally in problem solving and plan development
- **Organizational Acumen:** Builds and supports mutually beneficial relationships to accomplish goals; and demonstrates an understanding of multiple stakeholder needs.

Additionally, the ideal candidate will possess the following highly desirable traits:

- Knowledge of financial strategies, fiscal requirements, and governmental accounting principles needed to maintain a multi-functional governmental agency
- Understand laws and rules regulating and influencing County fiscal operations as well as Board Policies and guidelines
- Experience as an innovative change agent who can successfully translate centralized County financial policy to all levels of staff
- Demonstrate an overall big picture understanding of the business; the critical interdependencies across functions and departments; and the short-and long-term trade-offs of decisions
- Actively recognize the financial strengths and weaknesses of a department and how to best manage them
- A credible leader and reliable resource for information and decision making

## 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, which must include two years of management; OR; a combination of experience and/or education as stated above.

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

## COMPENSATION

The annual salary range upon appointment for this position will be \$115,000—\$124,000. 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.
- Defined benefit retirement program.
- Reciprocity with other governmental retirement systems may be granted; for further information, the website for the San Diego County Employees Retirement System can be accessed [here](#)
- Deferred Compensation Program (457) and 401(a) plans



## THE LAND USE AND ENVIRONMENT GROUP

LUEG consists of seven departments: Agriculture, Weights and Measures, Air Pollution Control District, Environmental Health, UCCE (formerly Farm and Home Advisor), Parks and Recreation, Planning & Development Services, and Public Works. Our mission is to protect the health and safety of residents and preserve and enhance the natural environment in which they live by unifying the County's efforts in land use, environmental protection and preservation, agriculture, recreation and infrastructure development and maintenance.

## 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 region through its 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 may be accessed and submitted on-line. To apply, go to [www.sdcounty.ca.gov](http://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, and number of direct reports or staff.

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 closing date for applications and résumé submittals is Thursday, May 12, 2016, at 11:59 p.m.

## 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](http://www.livewellsd.org).



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, [Aaron.Morgan@sdcounty.ca.gov](mailto:Aaron.Morgan@sdcounty.ca.gov).

For questions regarding the position, please contact Kevin Powell, Group Human Resources Director, [Kevin.Powell@sdcounty.ca.gov](mailto:Kevin.Powell@sdcounty.ca.gov).

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