

COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



GROUP HUMAN RESOURCES DIRECTOR PUBLIC SAFETY GROUP - PROMOTIONAL

Anticipated Hiring Salary Range \$100,000 to \$110,000 - Dependent on Qualifications



www.sandiegocounty.gov

GROUP HUMAN RESOURCES DIRECTOR | COUNTY OF SAN DIEGO

PUBLIC SAFETY GROUP

PROMOTIONAL RECRUITMENT— OPEN ONLY TO CURRENT COUNTY OF SAN DIEGO EMPLOYEES

The County of San Diego invites résumés from candidates with exemplary qualifications for the position of Group Human Resources Director in the Public Safety Group (PSG) Executive Office.

The Group Human Resources Director is appointed by and reports directly to the Deputy Chief Administrative Officer of PSG. The position also indirectly reports to the Director of Human Resources. The incumbent will plan, direct, organize, coordinate, and evaluate the overall human resources activities of PSG. PSG employs 7,487 staff and has an operating budget of \$1.8 billion.

THE IDEAL CANDIDATE

The ideal candidate will be dedicated to the highest ethical standards, ensure responsible stewardship to all that is entrusted to the Group, and be committed to excellence. He or she should be knowledgeable of human resources management, theories, and administration as well as relevant Federal, State, and County labor and employment laws, guidelines, rules, regulations, labor agreements, and diversity and inclusion best practices. His or her professional history will demonstrate the following leadership competencies and attributes:

- Strong, innovative, and visionary leadership and management skills
- Stimulates and actively initiates change in the organization
- Strategic thinker who anticipates future consequences and trends accurately while applying knowledge appropriately
- Carefully considers implications and impact of decisions across the organization and in the region
- Establishes and maintains effective working relationships with key stakeholders
- Able to convey information and ideas in an open and articulate manner
- Looks beyond Group boundaries when making decisions
- Possesses strong technical and interpersonal skills

For additional information, please review the job classification for [Group Human Resources Director](#).

MINIMUM QUALIFICATIONS

Qualifying candidates will possess a bachelor's degree from an accredited college or university 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. A master's degree or higher degree may substitute for a total of one year of the required experience.

COMPENSATION

The anticipated appointment salary for this position is \$100,000 to \$110,000 and will be dependent on qualifications. 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 Accident 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, please visit the website for the [San Diego County Employees Retirement System](#)
- Deferred Compensation Program (457) and 401(a) plans

PUBLIC SAFETY GROUP

The Public Safety Group (PSG) provides leadership throughout the region in public safety, criminal justice administration, emergency preparedness, and public accountability. PSG departments operate both independently and collaboratively to support the region by investigating crime, prosecuting and defending persons accused of crimes, holding offenders in custody, and supervising sentenced offenders. PSG departments also provide programs and services promoting opportunities for children and young adults.

Departments include:

- District Attorney
- Sheriff
- Child Support Services
- Office of Emergency Services
- Medical Examiner
- Probation
- Public Defender
- San Diego County Fire Authority
- Citizens' Law Enforcement Review Board



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 \$5.35 billion and provides services to the residents of the County 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). By communicating and adhering to this business model, the County of San Diego is able to maintain an organizational culture that values transparency, accountability, innovation and fiscal discipline which provides focused, meaningful public services.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted online at www.sandiegocounty.gov; select the link for jobs.

Résumés should include 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, and salary information.

An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

The first review date for résumés will be July 11, 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. For more information, please visit 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 Brandy Winterbottom-Whitney, Deputy Director, Human Resources, at brandy.winterbottom-whitney@sdcounty.ca.gov or 858-505-6324.

Class # 000963

7/1/2016

