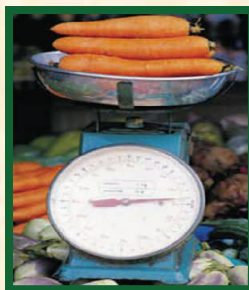




The County of San Diego
Department of Agriculture, Weights & Measures
Invites Resumes for

ASSISTANT DIRECTOR, AGRICULTURE, WEIGHTS, & MEASURES (Executive Management)



Annual Salary
\$110,000—\$120,000
Depending upon Qualifications

Excellent Benefits

Filing Period:
Open until sufficient candidates
are received

Different! That's what San Diego agriculture is.

The County of San Diego is an Equal Opportunity Employer



THE POSITION

The County of San Diego is seeking a leader to fill an immediate vacancy for Assistant Director, Agriculture, Weights and Measures. We would like resumes from top professionals with strong leadership and management skills who can assist with managing the overall operations of the department and provide local enforcement of federal and State agricultural, weights, and measures laws and regulatory mandates.

REQUIREMENTS

A bachelor's degree from an accredited U.S. college or university, or certified foreign equivalency; AND, five (5) years of experience which demonstrates the ability to perform the essential functions of the classification. Experience must include four (4) years of management and at least one (1) year of supervision.

A master's degree or higher degree may substitute for a total of one year and cannot be applied to the required one year of supervisory experience. For more information on this classification, click [here](#).

Experience as a Deputy Agricultural Commissioner & Sealer in a California county, and possession of valid California licenses as a County Agricultural Commissioner and a County Sealer of Weights and Measures per the California Food and Agricultural Code Section 2123 and the Business and Professions Code Section 12203, are highly desirable.

THE IDEAL CANDIDATE

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

- Takes leadership initiatives and actively seeks opportunities to improve status quo of the department
- Results oriented in setting and achieving challenging goals; commits self and others to improve performance; persists over time in the face of obstacles; tenacious; resilient and recovers quickly from setbacks
- Problem solver and integrates data from many sources before drawing conclusions and taking action; carefully considers implications and impact of decisions across time and on others; and, understands multiple perspectives, agendas, goals, etc.
- Great interpersonal relationships relating to a wide range of styles and personalities; develops staff and subordinates; and, demonstrates strong teamwork and collaboration skills
- Excellent organizational acumen; maintains global perspective in all activities and decisions; and, demonstrates an understanding of multiple stakeholder needs supporting the "big picture"
- Demonstrates leadership and interpersonal skills with a proven track record in budgeting, performance measures, and contract negotiations/management





SAN DIEGO COUNTY'S UNIQUE AGRICULTURE

San Diego County is the most southwestern county in the continental United States with a geographic area of 4,200 square miles, approximately the size of Connecticut, and a population of more than 3 million.

The National Weather Service describes the San Diego climate as the most nearly perfect in America, characterized as Mediterranean, with warm winters and cool summers.

San Diego County's varied topography creates a wide fluctuation of microclimates resulting in nearly 30 different types of vegetation communities. This diversity allows for San Diego to grow more than 200 different agricultural commodities - from strawberries along the coast, apples in the mountain areas, and citrus in the desert.

San Diego County has the 5th highest population among counties in the United States, and the 19th largest agricultural economy in the U.S.

Agriculture in San Diego County covers 303,983 acres and is a key contributor to San Diego County's economy along with defense, manufacturing, tourism and biotechnology.

San Diego County has 6,687 farms, more than any other county in the United States. In San Diego County, 68% of farms are 1-9 acres. Nearly 27% of farms in San Diego County are operated by women. And, the County produces the highest dollar value per acre (\$479,000) of any county in California!

San Diego County The Median Size Farm is just 4 acres and yet our county's farmers rank number one in both California and the nation in the production value of nursery, floriculture and avocados.

Statewide, San Diego County is in the top five counties for Nursery Products, Flowers & Foliage, Tomatoes (Fresh Market), Lemons, Avocados, Eggs (Chicken), Mushrooms, and Grapefruit.

San Diego County Farmers produce more than 45 crops, that are valued in excess of \$1 million dollars each.





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 residents, and assures equity in the marketplace through the fair and equal enforcement of laws and regulations. Agriculture is clearly a successful industry and is vital to the region's economy.

AWM has an annual [operating budget](#) of over \$19 million and the business thrives on the efforts of their 150 full-time staff. This department is responsible for eradicating, containing, or controlling new exotic pests, including insects, plant diseases, nematodes and weeds. They maintain the public's confidence that they are "getting what they are paying for" in commercial weighing and measuring devices by maintaining a compliance level that meets or exceeds the statewide levels. AWM also ensures consumer protection by verifying the quality and truth in labeling of agricultural products such as eggs, farmers' markets and certified organic produce.

Following are the programs found within the Department of Agriculture, Weights and Measures:

Agricultural Water Quality performs inspections at nurseries, greenhouses, golf course restaurants and pest control businesses to ensure compliance with the County's Storm-water Permit, mandated by the San Diego Regional Water Quality Control Board.

Environmental Services prepares crop statistics, documents crop losses, provides information for land use projects involving agricultural lands, and conducts community outreach.

Integrated Pest Control works under the Board of Supervisors' Policy mandating an Integrated Pest Management approach in the use of pesticides at all county facilities.

Labs - Entomology and Plant Pathology provide rapid insect and plant disease identification which aids in reducing possible spread within our county.

Plant Health and Pest Prevention is the first line of defense in keeping out unwanted pests. Inspections performed on incoming and outgoing plant shipments and production nurseries look for pests harmful to agricultural production here or at the shipment destination.

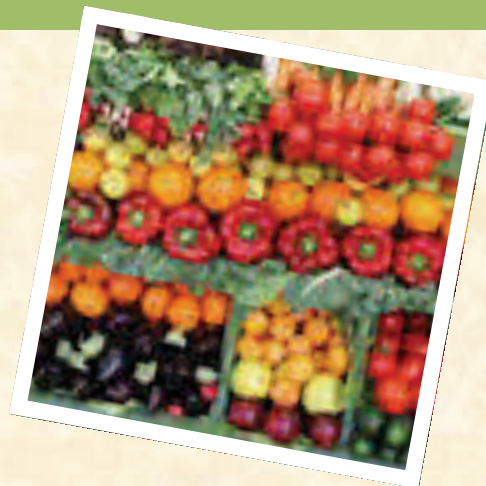
Pest Detection is a critical component of our statewide pest prevention network and is our county's second line of defense against the introduction and spread of insect pests.

Pesticide Regulation enforces state and federal pesticide laws and regulations with oversight from the California Department of Pesticide Regulation. Inspections, complaints and illness investigations are conducted, as well as the evaluation of restricted material permits.

Standards Enforcement protects consumers by conducting regulatory work by testing commercial weighing and measuring devices, performing price verification on Point-of-Sale systems, inspecting certified producers and farmers' markets and conducting organic registrations and shell egg quality inspections.

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.



BENEFITS

The County also offers an outstanding [benefit package](#) that includes:

- Fifteen days of paid vacation; thirteen days of paid sick leave; thirteen paid holidays; and miscellaneous paid leave
- Medical, dental and vision insurance plans
- Disability, Life, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package—a monthly credit may be used to select benefits from a group of options
- Retirement System that provides a defined benefit pension plan.
- Deferred Compensation Program (457) and 401(a) plans
- Membership in the San Diego County Credit Union
- May be eligible for reimbursement on personal transportation and moving expenses

COMPENSATION

The salary range for this position is \$110,000 to \$120,000. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal-oriented.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

This recruitment is open until sufficient number of qualified candidates have been received. Applications may be accessed and submitted online. To apply, click [here](#). In addition to completing the application, please submit an updated resume indicating your employment history, positions held, dates of service, areas of experience, levels of responsibility, reporting structure, size of staff and budget managed, and current salary. Your resume should also include degrees held and a list of three professional references (who will **not** be contacted in the early stages of the recruitment). Applications and resumes will be initially screened for minimum qualifications listed above. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

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. Disabled persons may make accommodation arrangements by contacting the Department of Human Resources.

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 is governed by a five-member Board of Supervisors elected to four-year terms in district, nonpartisan elections. There are 18 incorporated cities in the County and a large number of unincorporated communities. County services are provided by five business groups, that are headed by General Managers [Deputy Chief Administrative Officers (DCAOs)], who report to the Chief Administrative Officer (CAO). The various Groups are: the Public Safety Group (PSG); the Community Services Group (CSG); the Finance & General Government

Group (FG3); the Land Use & Environment Group (LUEG); and the Health & Human Services Agency (HHS). Within the Groups, there are four departments that are headed by elected officials - District Attorney, and Sheriff (PSG), and the Assessor/Recorder/County Clerk, and Treasurer-Tax Collector (FG3). The Department of Agriculture, Weights & Measures is in LUEG.

The County has a budget of \$4.97 billion and provides services to the residents of the County through its nearly 16,000 employees in 42 different departments. The County of San Diego is home to over 3 million residents. We are the second largest county by population in California and we rank 5th in population of all metropolitan areas in the U.S. The San Diego County Employees Retirement Association (SDCERA) had its 'AAA' rating affirmed by Standard & Poor's in January 2009. The rating reflects the organization's overall capacity to pay its financial obligations, and is based on SDCERA's strong fund management, good funded status despite a challenging fiscal year and continued strong credit quality of the pension system's sponsor (County of San Diego).

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. The County of 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, so the County relies on imported water. The median home price in the County of San Diego is \$405,000.

CONTACT INFORMATION

You may direct any questions regarding the application process to [Carmen A. Padilla-Baluis](#), HR Analyst, at the Department of Human Resources. For questions regarding the position, please contact [Brad Rankin](#), Group Finance and Human Resources Director.

County of San Diego, Dept. of Human Resources
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