



The County of San Diego
Department of
Planning & Development Services

Invites Résumés for

Chief, Land Use
(Unclassified Management)



THE DEPARTMENT OF PLANNING & DEVELOPMENT SERVICES

The Department of Planning & Development Services (PDS) is a new department with a new culture focused on providing a high-level of customer service and organizational excellence.

PDS balances community, economic and environmental interests to ensure the highest quality of life for the public of San Diego County and serves as the planning and development services agency for the unincorporated area. Services provided by PDS include: processing zoning and subdivision permit applications; assuring compliance with California Environmental Quality Act (CEQA); developing the County's habitat conservation program; preparing and reviewing long range plans, policies and programs that promote land use policy established by the Board of Supervisors; maintaining a comprehensive County-wide General Plan in addition to Zoning and Subdivision Ordinances; issuing construction permits for individual developments that implement all the regulations and conditions placed on the property; and maintaining an enforcement program and issuing citations for violations of the land use and construction regulations.

PDS has six major divisions (Building, Code Compliance, Advance Planning, Project Planning, Land Development Engineering, and Support Services) and has an annual operating budget of \$34 million with a total of 178 employees.

THE ADVANCE PLANNING DIVISION

The Advance Planning Division consists of approximately 10 employees and is responsible for the long range planning documents that guide land development within the unincorporated areas of the County of San Diego. The Division maintains the County General Plan, the document that provides a framework for future growth and development in the County, and the Zoning Ordinance. The Division also oversees development and implementation of sub-region plans under the Multiple Species Conservation Program, a regional conservation planning program intended to ensure the long-term survival of sensitive plant and animal species while planning for future land development.

On average, the Division manages 20 – 25 long range planning initiatives throughout the year, including several multi-year projects. Examples include the creation of, and updates to, various County policies and ordinances ranging from renewable energy, regulations for equine facilities, modernization of zoning regulations, form-based codes for communities, regulations for boutique wineries and a broad spectrum of other land development initiatives. Effective outreach and participation with the public, community and stakeholder groups, industry, County departments and other public agencies is an essential component of the Division's work efforts.

For more information, please click [here](#) to review the Advance Planning page of the Planning and Development Services website.

THE POSITION

The selected candidate will be responsible for leading the Advance Planning Division through an exciting period while the Department embarks on several key initiatives to achieve organization excellence. As Chief, you will be part of the leadership team and have a key role in:

- Improving customer service
- Achieving a high-performing workforce
- Reducing cost and increasing productivity



THE IDEAL CANDIDATE

Planning & Development Services is seeking a dynamic, innovative, and independent leader to achieve the Director's vision. The ideal candidate thrives, and has demonstrated experience, at policy and ordinance development in a fast-paced, high-profile and demanding environment. Please click [here](#) for additional information on the job classification for Chief, Land Use.

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

- Considerable knowledge of and experience in the planning and land use field, including California Environmental Quality Act (CEQA), General Plan, Zoning, and/or Subdivision Ordinance
- Experience in project management of land development projects and programs
- A customer service-oriented management philosophy which transcends all levels of an organization
- Organizational and political awareness of sensitive issues and understanding of multiple stakeholder needs to develop consensus on projects and programs, including working with boards and commissions, community planning or sponsor groups, industry groups, community organizations, agency officials and the public
- Strategic thinking and anticipation of future consequences and trends accurately while applying knowledge appropriately
- An ability to mentor, develop and advocate for staff
- Strong and innovative leadership and management skills
- An ability to convey information and ideas verbally and in writing in an open and articulate manner

EXPERIENCE AND EDUCATION

Qualifying candidates will possess a bachelor's degree from an accredited U.S. college or university, or a certified foreign studies equivalency in urban or regional planning, engineering, architecture, environmental management, public administration, or a closely related field, and, five (5) years of professional experience in land development and planning, including three (3) years of supervisory/management experience directing the activities of staff.

COMPENSATION

The expected annual salary range for this position is \$100,000 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.



BENEFITS

Please click [here](#) to view the Benefits Package for this classification.

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 (HHSA). 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 County has a budget of \$4.86 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 \$335,500.

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 online. To apply, click [here](#). In addition to completing the application, please submit an updated résumé indicating degrees held and employment history including position titles, dates of service, reporting structure, key duties performed, job titles and number of staff supervised, supervisory responsibilities, budget managed, and current salary.

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 review period begins on **June 17, 2013**.

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.

CONTACT INFORMATION

You may direct any questions regarding the application process to Jennifer Callahan, HR Analyst, Department of Human Resources, via email at Jennifer.Callahan@sdcounty.ca.gov. For questions regarding the position, please contact Patty Cabello, Senior Human Resources Officer, Department of Planning & Development Services at Patricia.Cabello@sdcounty.ca.gov.

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