



The County of San Diego
Department of Parks & Recreation
Invites Resumes for

Chief, Parks and Recreation (Unclassified Management)

Resource Management Division (1 Position)
&
Operations Division (1 Position)



THE DEPARTMENT OF PARKS AND RECREATION

The Department of Parks and Recreation (DPR) maintains and enhances the quality of life in San Diego County by providing parks and recreational opportunities for residents and visitors. Our nationally accredited, award-winning system includes local and regional parks, campgrounds, 350 miles of trails, fishing lakes, state-of-the-art recreation centers and sports complexes, ecological preserves, and open space preserves. We offer hundreds of programs, ranging from an award-winning Outdoor Adventure Program to cutting edge activities that contribute to healthy communities and lifestyles. Our facilities cover more than 45,000 acres, are open year-round, and are operated and maintained by County staff, volunteers, and service contracts.

To view our website, click [here](#).

The Department has two (2) positions that they are seeking to fill: Chief, Operations Division & Chief, Resource Management Division.

The County of San Diego is seeking a dynamic leader to fill these Unclassified Management positions. We are seeking individuals who share our commitment to excellence, hard work, and continuous improvement.

RESOURCE MANAGEMENT DIVISION CHIEF POSITION

The Chief directs, organizes, coordinates and oversees an integral team of multi-disciplinary professionals that provides support and superior customer service to our internal and external customers. The Chief establishes effective relationships with other agencies and partners with the goal of superior regional leadership for conservation, leveraging county funds as much as possible, as well as continuing to promote DPR's effective environmental monitoring.

The Chief ensures effective collaboration on all DPR projects to meet the appropriate California Environmental Quality Act (CEQA) and agency permitting requirements; oversees the implementation of the County's Multiple Species Conservation Program (MSCP) including acquisitions, stewardship, monitoring and management, biology, and implements associated plans and policies approved by the Board of Supervisors; ensures consistency with DPR established priorities for conservation programs and natural and cultural resource management; and coordinates implementation of the County Trails Program.

OPERATIONS DIVISION CHIEF POSITION

The Chief directs, organizes, and coordinates multi-disciplinary professional and non-professional staff (e.g. District Managers, Park Rangers, Administrators, and other technical and/or clerical classes) in carrying out a variety of park and recreation programs; evaluates regional/local parks and open space projects; evaluates and authorizes surveys, routine inspections, special investigations, abatement, and enforcement actions that are administrative and legal in nature; and, provides responsive, high quality service to County employees, representatives of outside agencies, and members of the public by providing accurate, complete, and up-to-date information, in a courteous, efficient, and timely manner.

The Chief will be responsible for the management of the North County Operations Division within the Department of Parks and Recreation. The North County Operations Division includes the majority of those department facilities located north of Interstate 8. Boundaries to the north include the Orange County and Riverside County lines, and the District's eastern boundary is the Imperial County line. Facilities within this District include a variety of day use parks, sports complexes, campgrounds, open space preserves, historic sites, community/recreation centers and miles of multi-use trails all spanning from the coast to the desert.



THE IDEAL CANDIDATE

For the Chief, Resource Management Division:

The ideal candidate will possess knowledge of California Environmental Quality Act (CEQA) and agency permitting requirements and the County Multiple Species Conservation Program or comparable Habitat Conservation Programs. The ideal candidate will also have experience working with the various partners in the land management and/or environmental communities. The successful candidate will have project or program management experience with a demonstrated ability to lead a highly cohesive, collaborative, and innovative team.

For the Chief, Operations Division:

The ideal candidate will possess knowledge of park and recreation program planning, evaluation and service delivery, park/facility operations and maintenance, contract negotiation and administration. The successful candidate will also have experience in program management and supervision, building and maintaining strong partnerships, and promoting and acquiring sponsorships.

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

- Strong, innovative, and visionary leadership and management skills
- Strategic thinker who anticipates future consequences and trends accurately while applying knowledge appropriately
- Organizational and political awareness of sensitive issues that could involve an understanding of multiple stakeholder needs
- Stimulates and actively initiates change in an organization
- Ability to convey information and ideas in an open and articulate manner
- Ability to mentor and develop staff
- Highly ethical and professional standards, effective organizational skills, sound analytical and decision-making skills, excellent communication and service skills; and the ability to manage a multi-million dollar budget.
- Professional who networks well across disciplines and influences decision-makers by consistently providing quality work, improved service, reduced costs, and increased productivity.



EXPERIENCE AND EDUCATION

Qualifying candidates will possess a bachelor's degree from an accredited U.S. college or university, or a 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, a combination of experience and/or education as stated above.

Note: A master's degree or higher degree may substitute for a total of one (1) 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.

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

COMPENSATION

The expected starting salary range for this position is \$95,000 to \$105,000 annually. 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.

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.

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 Assessor/Recorder/County Clerk and Treasurer-Tax Collector (FG3).



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.

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 your employment history, positions held, dates of service, areas of experience, levels of responsibility, reporting structure, size and job titles of staff supervised, budget managed, and current salary.

Applications and résumés 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.

This recruitment will close on July 30, 2014.

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 Carmen A. Padilla-Baluis, HR Analyst, Department of Human Resources at Carmen.PadillaBaluis@sdcounty.ca.gov or 858-505-6552. For questions regarding the position, please contact Carlos Renstrom, Senior Human Resources Officer, Department of Parks and Recreation, at Carlos.Renstrom@sdcounty.ca.gov or 858-966-1325.

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