



Employment Opportunity

Deputy Director

Agriculture, Weights, & Measures

**County of San Diego
Department of Agriculture,
Weights and Measures (AWM)**
www.sdcawm.org

The Department of Agriculture, Weights & Measures is seeking a professional with leadership and management skills to develop programs in the field of pest detection, pest exclusion, pesticide regulation, direct marketing and/or weights and measures and join its leadership team as Deputy Director.

Filing Period: Open until sufficient applications are received.

The Position

The Department of Agriculture, Weights & Measures is seeking a Deputy Director to lead, supervise, manage and direct programs and services provided by the Department to the agriculture industry, local businesses and the public. This position reports to the Agricultural Commissioner/Sealer of Weights and Measures or the Assistant Director.

Depending on the candidate's qualifications, he or she may be overseeing an administrative program and/or agricultural, weights and measures programs for the department.

Duties may include, but are not limited to:

- Plans, organizes, and directs the activities of the Department's many agricultural, weights and measures programs
- Develops and monitors program and Department budgets and make recommendations to maximize revenues and control costs
- Manages performance of various revenue contracts and internal agreements and mitigate impacts of any revenue shortfalls
- Assists with the development of a comprehensive fee package for multiple programs
- Responds to federal and/or state audits
- Analyzes and advocates legislation in coordination with County Office of Strategy & Intergovernmental Affairs
- Represents the Department to media and the public, including preparing presentations, press releases, correspondence, reports, public informational brochures and web content
- Acts as a liaison with other public and private agencies and provide information to County departments, the public, and agency representatives on department activities and issues
- Manages aspects of the Department's business case management system
- Incorporates the principles of General Management System (GMS) 2.0 into the Department's strategic plan, policies and procedures
- Provides responsive, high quality service to county employees, representatives of outside agencies, and members of the public by providing accurate, complete, up-to-date information in a courteous, efficient and timely manner
- Communicates effectively with Board offices and their appointees to the Fish and Wildlife Advisory Commission
- Manages multiple revenue sources, including general purpose revenue and internal agreements, intergovernmental revenues, fees and subventions

To view the complete job description, please click [here](#).

To learn more of the Department of Agriculture, Weights and Measures, please click [here](#).

Ideal Candidate

The ideal candidate will be dedicated to the highest ethical standards, ensure responsible stewardship of all that is entrusted to the Department, and be committed to excellence. The candidate will also have demonstrated experience as a problem solver, in exercising appropriate judgment, and communicating with tact effectively both orally and in writing.

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

- Effectively leads a diverse group of employees through the use of excellent interpersonal and conflict resolution skills
- Conveys information in an open and articulate manner
- Mentors and coaches managers, peers, and leaders
- Exercises appropriate judgment in answering questions and releasing information; analyzes and projects consequences of decisions and/or recommendations
- Effectively works on both the operations and administrative programs of the department
- Understands the County's Strategic Plan, Operational Plan, and General Management Systems (GMS)

Ideal Candidate... continued

- Manages and influences resources
- Maximizes team effectiveness
- Builds and leverages talent
- Demonstrates ethical behavior
- Possesses a working knowledge of agricultural organizations and stakeholders such as U.S. Department of Agriculture, California Department of Food and Agriculture, Department of Pesticide Regulation, Farm Bureau, Plant and Flower Growers' Association, Avocado Commission and Citrus Research Board

Experience and Education

1. A bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency; AND,
2. Five (5) years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three years of management level experience and at least one year of supervision; OR,
3. 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 of experience and cannot be applied to the required one year of supervision. 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.

Possession of California license as a County Agricultural Commissioner, or Deputy County Agricultural Commissioner, or County Sealer of Weights and Measures, or Deputy County Sealer of Weights and Measures is highly desirable.

Technical and professional experience performing agricultural or weights and measures enforcement, including pest prevention and plant regulation, commodity regulation, weight and measurement verification, transaction and product verification, environmental monitoring and investigation, pesticide regulation, hazardous materials, stormwater permit, and integrated pest control is highly preferred.

Compensation

Anticipated hiring range is \$100,000 to \$110,000, depending upon qualifications.

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 relocation expenses

Application and Selection Procedure

Interested applicants should complete an employment application which can be accessed online at the County of San Diego's website located at <http://www.sdcounty.ca.gov/hr>. In addition to completing the application, please attach your résumé at Step 1 of the application process. Résumés should include academic degrees held, employment and salary history, positions held, and key duties and responsibilities. Résumés will be screened to assess each applicant's qualifications and finalists will be invited to interview.

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. 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

For questions regarding the application process, please contact Carmen A. Padilla-Baluis, Human Resources Analyst, via email at: Carmen.PadillaBaluis@sdcounty.ca.gov. For questions regarding the position, please contact Kevin Powell, Group Human Resources Director, via email at: Kevin.Powell@sdcounty.ca.gov.

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(619) 236-2191; CA Toll Free Job Line: (866) 880-9374
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