



The County of San Diego  
Department of  
Public Works  
Invites Resumes for

Deputy Director,  
Public Works  
(Executive Management)



## **THE DEPARTMENT OF PUBLIC WORKS**

The Land Use Environment Group (LUEG), Department of Public Works, is seeking a highly motivated and experienced professional to oversee its Transportation Division.

The Department of Public Works' Mission Statement is to:

- Preserve and enhance public safety and quality of life through reliable, cost effective infrastructure: unincorporated area roads, public and private construction projects, including environmental support, airport management, watershed protection, flood control, and wastewater management.
- Foster partnerships that strengthen relationships with communities and industry.
- Provide quality and responsive service through highly motivated, professional and knowledgeable staff in a safe and fair working environment.
- Continually improve quality of service through optimal resource management.

## **THE POSITION**

The incumbent reports to the Director, Public Works and is responsible for overseeing field engineering and road maintenance, traffic engineering and loss mitigation, fleet management, and airports operations. The position manages approximately 230 staff and is responsible for maintenance of approximately:

- 1,931 centerline miles of County roads, 187 traffic signals, 35,000 traffic signs, 6,300 streetlights, 48 miles of guardrails, 194 bridges, and 14,000 culverts.

Road Crews are County employed to ensure high quality, proactive maintenance, and rapid response during storms and other emergencies. They operate from two Division Headquarters, in San Marcos and Spring Valley with 11 road stations throughout the County. In-house road crews' typical functions include road repairs, striping and sign maintenance, street sweeping, culvert cleaning, and tree trimming.

The Deputy Director will manage the Departments Emergency Response and Continuity of Operations Plans and will have a key role in developing and managing the Division's approximately \$55 million annual budget, responding to elected officials, the County's executive management team, inquiries from the public, and interfacing with statewide transportation organizations. The Deputy Director is also responsible for maintenance and operation of eight County airports.

Duties may include, but are not limited to:

- Plan, organize, and direct the activities of the Transportation Division providing services in the areas of field engineering and road maintenance, fleet management, traffic engineering and loss mitigation, and airports.
- Develop and implement county-wide policies and procedures related to public works functions.
- Direct the development and implementation of department plans and programs.
- Review and approve negotiated contracts for outside services or equipment.
- Oversee the division's annual budgets and monitor revenue and expenditure transactions.
- Identify operational challenges and formulate appropriate solutions.
- Provide 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.

## THE 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 have demonstrated experience in building and supporting mutually beneficial relationships with other organizations, associations, and community contacts. In addition, the incumbent will have experience in exercising appropriate judgment and in managing large and complex organization budgets. The ideal candidate will have a collaborative yet inquisitive style that is complemented by strong people skills along with the ability to mentor and coach managers, peers and leaders. The candidate must also be able to communicate with tact effectively both orally and in writing, be comfortable giving briefings/presentations to the Board of Supervisors and the public, be able to prepare executive level reports and correspondence, and communicate technical information in an easy to understand and fundamental manner.

Knowledge of civil engineering theories, procedures and methods; federal, state, and local regulatory codes related to public works activities and operations; contract negotiation and administration; and the General Management System in principle and practice are highly desired.

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

- Strong, innovative, and visionary leadership and management skills
- Mentors and coaches a diverse group of managers, peers, and leaders through the use of excellent interpersonal skills
- Commits self and others to improve performance and reach challenging goals
- Persists over time in the face of obstacles; tenacious
- Organizational and political awareness of sensitive projects, programs and services that could involve competing interests of project applicants, community representatives, environmental advocates, developers and the public, all while operating under the auspices of an elected Board of Supervisors and Chief Administrative Officer
- Demonstrated history of working with a community to develop consensus on community projects and programs, including working with boards and commissions, developers, community organizations, agency officials and the public
- Proven track record for business process re-engineering—achieving efficiencies and innovation while improving the delivery and quality of service
- Strategic thinker who anticipates future consequences and trends accurately while applying knowledge appropriately
- Ability to convey information and ideas in an open and articulate manner
- Ability to mentor and develop staff

## EXPERIENCE AND EDUCATION

Candidates must possess a bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency, AND, five (5) years of related management level experience. At least three (3) years of professional engineering experience is highly desirable as is a State of California Civil Engineer license and traffic-engineering experience.



## COMPENSATION

The expected annual salary range for this position is \$130,000 to \$140,000. To view the full salary range for this classification, click [here](#). Placement within this range is dependent upon the qualifications of the successful candidate.

## 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 (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 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

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. Resumes should include academic degrees held, employment history including position titles held, dates of service, reporting structure, key duties performed, number of staff supervised, supervisory responsibilities, and salary history.

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.

This recruitment will close on **July 10, 2013**. Interviews will be held the week of July 15, 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, Human Resources Analyst, via email at: [Jennifer.Callahan@sdcounty.ca.gov](mailto:Jennifer.Callahan@sdcounty.ca.gov). For questions regarding the position, please contact Brad Rankin, Group Human Resources Director, via email at: [Brad.Rankin@sdcounty.ca.gov](mailto:Brad.Rankin@sdcounty.ca.gov).

County of San Diego, Department of Human Resources  
5530 Overland Ave., Suite 210  
San Diego, CA 92123  
(619) 236-2191; CA Toll Free Job Line: (866) 880-9374  
<http://www.sdcounty.ca.gov>

