



The Department of Planning & Development Services
Invites your interest for the position of:

Deputy Director, Planning & Development Services

This is a promotional recruitment open only to current County of San Diego employees.

The Department of Planning & Development Services, is seeking a highly motivated and experienced professional to oversee the management and operations of its Building and Code Compliance Divisions, which has approximately 60 employees.

The incumbent will report to the Director of Planning & Development Services and will oversee various areas that include the delivery of direct customer service, processing of land development permits and inspections, business process reengineering; and policy development. This position will also assist in ensuring compliance with adopted codes, ordinances and plans. Division Chiefs and other staff as assigned, report to the Deputy Director.

Duties may include, but are not limited to:

- Plan, organize, and direct the activities of the Building and Code Compliance Divisions providing services in the areas of departmental administration, financial services, personnel and training.
- Direct the development and implementation of department plans and programs.
- Oversee various annual budgets and monitor revenue and expenditure transactions.
- Identify operational challenges and formulate appropriate solutions.
- Act as liaison with other public and private agencies and provide information to County departments, the public, and agency representatives on department activities and issues.
- Supervise, train, and evaluate the work of subordinate staff.
- 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.

IDEAL CANDIDATE

The ideal candidate is resourceful and able to respond in a fast-paced environment with a quick turn-around. The ideal candidate is dedicated to the highest ethical standards, ensures responsible stewardship of all that is entrusted to the department, and is committed to excellence.

IDEAL CANDIDATE ...continued

In addition, the incumbent is a problem solver, has experience in exercising appropriate judgment and also able to communicate with tact effectively, both orally and in writing, be comfortable giving briefings/presentations to various groups, including elected and appointed officials and is able to prepare executive level reports and correspondence.

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
- Superior influence and persuasion skills, able to settle differences and maintain relationships
- Transcendent management philosophy of customer service
- Able to manage a diverse group of employees through the use of excellent interpersonal skills
- 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
- Stimulates and actively initiates change in an organization
- Strategic thinker who anticipates future consequences and trends accurately while applying knowledge appropriately
- Able to convey information and ideas in an open and articulate manner
- Mentors and coaches managers, peers, and leaders

EXPERIENCE AND EDUCATION

Interested candidates must possess a bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency in urban or regional planning, urban studies, urban design, environmental studies, landscape architecture, engineering, or a closely related field; AND, five (5) years of increasingly responsible experience regulating private and public sector development projects, three (3) years of which must have been at the management level.

A master's degree in any of the fields listed above is highly desirable.

COMPENSATION

The anticipated hiring range is between \$120,000 to \$130,000, depending upon qualifications.

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.sdcountry.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 and dates conferred, employment history and positions held. Please also include a salary history.

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 about the application process, contact Sherri de Castro, Human Resources Analyst, via email at Sherrilynn.Decastro@sdcounty.ca.gov. For questions regarding the position, please contact Brad Rankin, Group Human Resources Director, via email at: Brad.Rankin@sdcounty.ca.gov. Résumés will be screened to assess each applicant's qualifications and finalists will be invited to interview.