AIR POLLUTION CONTROL OFFICER
AIR POLLUTION CONTROL DISTRICT

Anticipated Hiring Range: $200,000 to $250,000 Annually
Generous Benefits Package
Air Pollution Control Officer

The San Diego County Air Pollution Control District (APCD) invites your interest for the position of Air Pollution Control Officer (APCO).

This executive position is accountable to the 11-member governing Air Pollution Control Board and the District’s efforts toward achieving the attainment and maintenance of State and federal clean air standards within San Diego county. The APCO is responsible for leading a department of 164 employees and carrying out the vision of the District.

The APCO represents the Board in meetings with legislative staff, local community members, the affected regulated community, environmental and environmental justice groups, federal, State, and local officials, including Mexico-U.S. bi-national representatives, and other government agencies.

ORGANIZATIONAL DEVELOPMENT and STAFF LEADERSHIP: This position will support a highly effective senior leadership team and work environment that fosters commitment, productive engagement, teamwork, and growth, and will lead efforts to embed diversity, equity, and inclusion across the organization.

- Ensure that APCD’s organizational culture, practices, decision making, and policies promote and embody diversity, equity, and inclusion
- Manage organizational change with attention to relationships and results
- Hire, develop, and retain diverse and well-qualified senior staff leaders
- Create a working environment that helps staff members reach their highest potential and operate effectively in teams
- Ensure professional development opportunities for all staff; ensure that staff are empowered with guidance, challenging assignments, and support
- Develop and implement succession planning for senior level positions, including the APCO
- Maintain the highest ethical standards and integrity for self and all staff members; foster high levels of communication and transparency across the organization
- Resolve personnel matters in a fair, consistent, and timely manner

BOARD RELATIONS: In partnership with the Board Chair, the APCO ensures that the District attracts, motivates, and retains board members who effectively fulfill their governance responsibilities, work well as a team, are committed to APCD’s mission, and reflect the diversity of the communities served by APCD.

- Take responsibility for developing a healthy partnership with the Board of Directors, working closely with the Board Chair
- Support the ongoing development of Board members; provide guidance to the Board in fulfilling its governance duties
- Work to engage Board members as supporters and thought partners, effectively utilizing their time and talents to advance APCD’s mission and priorities
- Provide the Board with timely and accurate operational and financial data, and State/national news that is relevant to APCD
- Ensure regular and clear communications with the Board; participate fully in the planning and implementation of Board meetings and ensure adequate staff support for meetings and committees
THE IDEAL CANDIDATE

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

- Possess a thorough knowledge of air pollution/air quality principles and concepts
- Demonstrate a working knowledge of the air pollution and air quality regulatory framework at the federal, State, and local levels
- Understand the current state of scientific knowledge of air pollution, and the standards and best practices in air quality management
- Demonstrate a commitment to environmental justice to address systemic disparities in air pollution burdens and associated adverse health effects in disadvantaged communities, identifying core priorities for policy improvement and program development
- Lead efforts to identify air pollution funding sources from federal and State agencies, and obtain resources to meet the district’s air quality goals
- Provide overall leadership and oversight for all APCD programs to ensure a customer service-oriented management philosophy which transcends all levels of the organization
- Determine appropriate allocation of resources and programs to address efforts across multiple emission sources (for example, mobile sources, consumer products, and technologies)
- Shape divisional processes, procedures, and goals that maintain and enhance the APCD vision
- Implement strategic and innovative operational planning that anticipates future consequences and maintains the District at the forefront of air quality management
- Stimulate and actively initiate change in the organization while carefully considering the implications and impacts of decisions across time and on others
- Represent APCD at the local, State and national levels by collaborating with representatives from various agencies, and demonstrating organizational acumen and political awareness
- Build, lead, and motivate highly-performing teams to be accountable; support multiple, concurrent and complex projects, and reach challenging goals
- Leadership experience in engaging, embracing, and celebrating the culture, diversity, and values of the community; and knowledge of practices that support diversity, inclusion, and cultural competency
- Ability to effectively communicate APCD programs and campaigns to the public in collaboration with media partners and explain complex policy and data information using easily understandable terms
Our Mission:
To improve air quality to protect public health and the environment.

The San Diego County Air Pollution Control District (APCD) is a regional government agency that regulates sources of air pollution within San Diego County. APCD is nationally recognized with award winning programs and an annual operating budget of $84 million with 164 positions and is governed by an 11-member Board comprised of County, City, and public representatives. APCD consists of five (5) major divisions: Air Quality Monitoring and Technical Services; Air Quality Planning, Incentives, and Rule Development; Engineering; Compliance; and Administrative Services.

APCD protects the public and the environment from the harmful effects of air pollution by attaining and maintaining the California and National Ambient Air Quality Standards throughout the San Diego region. To meet these health-protective standards the APCD measures, reports and predicts air quality throughout the region, ensuring the public has clean, healthy air to breathe. APCD is mandated by federal and State law to regulate fixed sources of air pollution, such as factories, power plants, gasoline stations and other facilities in the region. APCD issues permits to more than 4,000 local businesses and public agencies, with permit conditions that limit or require specific actions to reduce air pollutant emissions and associated health risks. APCD also conducts over 10,000 inspections each year to verify permitted facilities are in compliance and to respond to public complaints about air pollution and reduce associated health risks. Additionally, APCD provides millions of dollars in incentive grants to businesses and public agencies for projects that reduce air pollutant emissions and associated health risks from high-polluting on-road and off-road equipment.

In 2019, Assembly Bill (AB) 423 amended State law to restructure and expand the governing board of the APCD and require it to operate independently from the County of San Diego. As of March 1, 2021, the APCD no longer functions within the organizational structure of the County.

**SALARY & BENEFITS**

The anticipated hiring range is $200,000 - $250,000 annually. Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal-oriented.

- 15 days of paid vacation, 13 days of paid sick leave, and 13 paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death and Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for more information, visit the website for the San Diego County Employees Retirement Association
- Deferred Compensation Program 457 and 401(a) plans
- Relocation allowance up to $15,000
THE COMMUNITY COUNTY OF SAN DIEGO

San Diego County Facts:
- 3,351,786 (2020 Est. Population)
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities

San Diego Weather Averages:
- Average Temperature: 63.65°F
- High Temperature: 69.8°F
- Low Temperature: 57.5°F
- Average Rainfall: 10.4 Inches

WORK WHERE YOU PLAY!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp Quarter.

Heading east you will eventually find mountains, that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.

The San Diego region is home to an economically vibrant and culturally diverse population, including active and retired military personnel, leading biotechnology and pharmaceutical companies and the fourth busiest land-border crossing in the world between San Diego and Mexico.

MINIMUM QUALIFICATIONS

Qualified candidates will possess a bachelor's degree (master's degree preferred) AND five years of management level experience that demonstrates the ability to perform the essential functions of the classification, including policy development, budgeting, staff supervision, board management, and stakeholder engagement.

Desirable Qualifications:
- Executive, Chief, or managerial experience with an air pollution/air quality control agency, air resources agency, or a public sector agency with an air quality focus; and experience working in or with community organizations on policy, research, or advocacy work in the environmental justice, health or air quality areas
- Demonstrated leadership, creativity, and sound judgment in directing a group of multi-disciplinary professionals to implement/balance environmental planning and regulatory development
- Experience formulating and implementing sound policy recommendations that integrate technical engineering, scientific, economic, environmental and legal considerations
- Knowledge and experience in the principles and practices of environmental justice and the ability to work effectively with disadvantaged community members, community organizations, and environmental justice organizations
- Detailed knowledge of how State and federal governments function, including knowledge of State budget, human resources, and other administrative processes
- Experience establishing and maintaining effective working relationships with representatives of local government agencies, environmental groups, businesses, the legislature, and media organizations
- Experience fostering an inclusive workplace where diversity and individual differences are leveraged to meet the organization's mission
- General understanding and awareness of multicultural protocols and sensitivity to cultural differences
- Experience exercising discretion and diplomacy in sensitive interactions with stakeholders
- Well-developed interpersonal skills and the ability to communicate effectively both orally and in writing
HOW TO APPLY

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Complete your online application at www.sandiegocounty.gov/hr; select Current Job Postings
2. Attach your résumé
3. Attach a Statement of Qualifications (SOQ) detailing your experience, knowledge, ability or potential to meet the Ideal/Desirable Qualifications of the APCO position. The SOQ must provide specific examples indicating the amount of time of your experience and include the number of employees you supervised. The SOQ must not exceed two pages in length, with a font size of at least Arial 12 point with one-inch margins
4. Attach a copy of college degree, final transcript, diploma, or foreign studies equivalency certificate (if degree was obtained outside of the U.S.)

The application filing deadline is on October 29, 2021. Interested applicants are encouraged to apply as soon as possible for consideration.

SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the Air Pollution Control Board. 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 qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.

CONTACT INFORMATION

You may direct any questions regarding the position or application/selection process to Brandy Winterbottom-Whitney, Deputy Director of Human Resources at Brandy.Winterbottom-Whitney@sdcounty.ca.gov or (858) 505-6324.