



San Diego County
Air Pollution Control District

Chief – Departmental Engineering

(Actual Job Classification: Chief, Departmental Operations)

Air Pollution Control District

Anticipated Hiring Range: \$155,000 to \$165,000 Annually

Generous Benefits Package | Hybrid Telework Opportunities



The Position

The San Diego County Air Pollution Control District (SDAPCD) invites applications from candidates with exemplary qualifications for the position of **Chief, Departmental Engineering**, (actual job class: Chief, Departmental Operations), to fill a vacancy at the San Diego County Air Pollution Control District (SDAPCD), Engineering Division. The position will be located at 10124 Old Grove Road, San Diego, California 92131. This role will be responsible for oversight and management of the SDAPCD Engineering Division. The Engineering team is composed of engineers, air quality specialists, and support staff who collaborate to assess and regulate air pollution, ensuring the protection of public health and the environment.

Specific duties include the following:

- Evaluates permit applications from businesses and facilities that emit air pollutants, issuing facility specific permits that establish emission limits and compliance requirements.
- Quantifies air pollutant emissions from various sources to comply with state and federal emissions inventory reporting requirements and to support the SDAPCD's efforts in prioritizing control measures and emission reduction strategies.
- Implements the State-mandated Air Toxics Hot Spots Program and SDAPCD Rule 1210 to identify and engage with the public by notifying impacted communities and holding public meetings to reduce toxic emissions from facilities, minimizing associated health risks in impacted communities.

The Department

The San Diego County Air Pollution Control District (SDAPCD) is a regional government agency that regulates sources of air pollution within San Diego County. SDAPCD is nationally recognized with award winning programs and a budget of \$155 million with 178 staff positions for Fiscal Year 2025-26. The SDAPCD is governed by an 11-member Board comprised of County, City, and public representatives. SDAPCD consists of six (6) major divisions: Air Quality Monitoring and Technical Services; Air Quality Planning, Incentives, and Rule Development; Engineering; Compliance; Business Support Services, and Administrative Services.

- To learn more about the department, please click [here](#). To review the SDAPCD 2026 – 2030 Strategic Plan, please click [here](#).

Note: California Assembly Bill 423 (Gloria, 2019), amended the California Health and Safety Code to require the composition of the SDAPCD Board to include County, City and public members as of March 1, 2021. SDAPCD staff remain County of San Diego employees and existing salaries & benefits are not affected. In addition, SDAPCD employees remain in the SDCERA retirement system.

Our Mission:

To improve air quality to protect public health and the environment.



AIR POLLUTION CONTROL DISTRICT

The Ideal Candidate

The ideal candidate will be a strategic, people-focused leader with extensive supervisory experience in a public agency or complex regulatory environment. This role emphasizes leading and developing teams, fostering accountability, and creating a culture of collaboration and continuous improvement. The successful candidate will bring strong air quality knowledge to guide high-level decision-making. Working collaboratively with engineering teams and executive leadership, they will set clear priorities, champion sound engineering practices, and foster alignment between air quality requirements and organizational goals. This position focuses on building and maintaining robust systems and empowering skilled professionals to manage day-to-day operations effectively. The ideal candidate brings extensive supervisory and management experience within a public agency, Air Pollution Control organization, or similarly complex regulatory environment. They have a demonstrated track record of aligning diverse stakeholder interests and strengthening internal processes to improve service delivery and organizational effectiveness.

This individual will have a strong understanding of public sector operations, including air quality permitting, air emission calculations and health risk assessments. However, their greatest value will lie in their ability to guide and develop the professionals responsible for these areas, ensuring clarity of roles, performance standards, and continuous process refinement.

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

- Demonstrates initiative by proactively identifying opportunities for improvement and leading meaningful organizational change.
- Models accountability by setting ambitious, measurable goals for the Engineering Division and consistently driving performance—both personally and through others.
- Takes full ownership of divisional programs and projects, serving as an effective change agent who constructively challenges the status quo.
- Exhibits strong analytical and problem-solving skills, anticipates future trends, and applies technical and operational knowledge to deliver results.
- Builds consensus by understanding diverse perspectives, aligning stakeholders around shared goals, and fostering productive relationships with partner organizations, industry groups, and community stakeholders.
- Leads process improvement initiatives that enhance efficiency, consistency, and service quality across the division.
- Communicates clearly, transparently, and persuasively to guide teams through change, set expectations, and ensure accountability.

Minimum Qualifications

Five years of experience that demonstrates the ability to perform the essential functions of the classification which must include two years of management or supervision; AND a bachelor's degree from an accredited college or university, or certified equivalency for foreign studies; OR a combination of experience and/or education as stated above.

Note: A master's or doctoral degree from an accredited US college or university, or a certified foreign studies equivalency, may substitute for up to one year of the required experience.

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



Compensation & Benefits

The anticipated hiring range is \$155,000 to \$165,000 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, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of paid executive time off and a total of 3 days of paid emergency child and/or older adult care leave per year
- Medical, dental, and vision plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Reciprocity with other governmental retirement systems may be granted; for additional information, visit the [San Diego County Employees Retirement Association](#)
- Defined benefit retirement program
- Deferred Compensation Program 457 and 401(a) plans
- View the detailed Benefit Plan for [Unclassified Management \(UCL\)](#)
- May be eligible for a relocation allowance up to \$15,000



Why San Diego?

Enjoy a lifestyle that balances work and play:

- Pristine Coastline: Over 70 miles of beaches.
- Mild Weather: Average 72°F with 10.4 inches of annual rainfall.
- Diverse Geography: Snow-capped mountains, deserts, and vibrant cities.
- Culture & Entertainment: Petco Park, Gaslamp Quarter dining, and multicultural experiences.



How to Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr; select Current Job Postings, Job Number 26092705UAPCDE.
2. Attach your résumé and cover letter.
3. Attach a copy of your college degree, final transcripts or foreign studies equivalency certificate (if education was obtained outside of the U.S.)
4. Complete Supplemental Questionnaire with your application.

Key Dates:

- Resume Review : Week of June 29, 2026
- Interview Date: Projected to occur the week of July 13, 2026
- Expected Start date: September 2026

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce. The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application. Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire

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 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 Jorge Puente, Executive Recruiter, Department of Human Resources via email at: Jorge.Puente@sdcounty.ca.gov.

