



CHIEF, LONG RANGE PLANNING

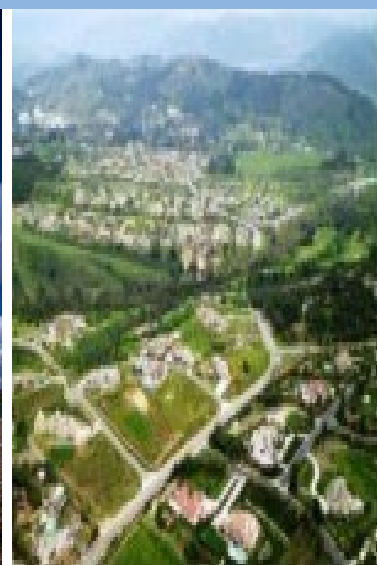
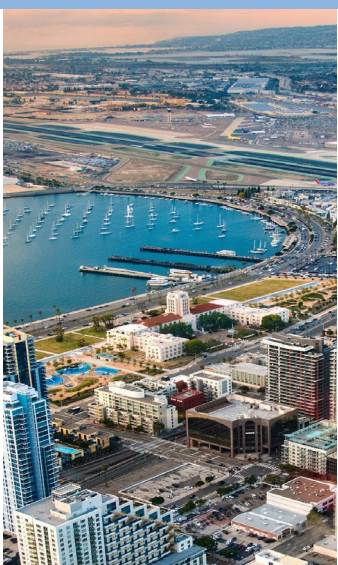
PLANNING & DEVELOPMENT SERVICES

(Actual Job Class: Chief, Departmental Operations)

Anticipated Hiring Range: \$141,000 - \$151,000 Annually

Excellent Benefits Package

www.sandiegocounty.gov



THE POSITION



Chief, Long Range Planning

Official title: Chief, Departmental Operations

The County of San Diego is seeking a dynamic, independent, and innovative leader to fill a vacancy for Chief, Departmental Operations for the Long Range Planning Division. This unclassified management level position is in Planning & Development Services (PDS), which is part of the County's Land Use & Environment Group; and will report to PDS executive management.

The Chief, Long Range Planning leads efforts on regional issues, preparing Community Plan updates and periodic updates to the General Plan, and developing and implementing a Sustainable Land Use Framework containing a wide range of policies, plans, and strategies aimed at promoting sustainable development, conserving natural resources, and addressing environmental concerns in the unincorporated area. The Chief of Long Range Planning leads the teams that conduct research and policy analysis; develops ordinances and guidelines; develops and implements programs; engages in equitable community outreach; prepares development feasibility analyses; and other related efforts to ensure the County's vision for where future growth will occur and how neighborhoods continue to thrive.

THE IDEAL CANDIDATE

The ideal candidate thrives in a fast-paced, high profile, and demanding environment; has depth and breadth of experience in the disciplines of strategic planning, project management, negotiating, and outcome-based performance management; has experience in land use, environmental, and sustainability planning; has an understanding in real estate and land development principle and practices; and has strong relationship building and collaboration skills with a track record of getting things done. Additionally, the ideal candidate will be a detail and solution-oriented individual responsible for ensuring excellent customer service and working collaboratively with stakeholders. The ideal candidate will also possess a professional history that includes the following:

- A bachelor's degree or higher in public administration, urban studies, urban design, planning, environmental science, architecture, engineering, law, or a related field, and at least five years of professional level planning experience in the public or private sector
- At least two years of supervisory or management-level experience in a planning, land use, design, or environmental field, including the ability to mentor, develop, and advocate for staff
- A customer service-oriented management philosophy which transcends all levels of an organization
- Organizational and political awareness of sensitive issues and understanding of multiple stakeholder needs to develop consensus on projects and programs, including working with boards and commissions, community planning or sponsor groups, industry groups, community organizations, agency officials, and the public
- Ability to demonstrate strategic thinking and anticipate future consequences and trends, while applying knowledge appropriately
- Ability to convey information and ideas verbally and in writing in a transparent and articulate manner
- Ability to demonstrate strong teamwork and collaboration skills and the ability to help others learn interpersonal skills
- Ability to recognize strengths and weaknesses of others and how to best manage staff
- Ability to understand multiple perspectives, agendas, and goals of the division, view politics as necessary and useful to the organization, and relate to a wide range of styles and personalities of staff and various stakeholders

THE DEPARTMENT

PLANNING & DEVELOPMENT SERVICES

The County of San Diego is committed to helping communities thrive while protecting the region's unique and diverse natural resources. Through operational excellence and attention to customer service, the Planning & Development Services (PDS) department strives to balance community, economic and environmental interests to ensure the highest quality of life for the public of San Diego County.

PDS is responsible for long-range land use planning, including the County of San Diego's General Plan, Climate Action Plan (CAP), and Zoning Ordinance. The department evaluates land use projects for regulatory compliance and environmental impacts, manages long-range planning policy formulation, and related ordinances. PDS advises the Board of Supervisors and Planning Commission on all land use projects, policy, and programs in the unincorporated county. PDS has seven major divisions: Sustainability, Long Range Planning, Building Services, Code Compliance, Land Development, Project Planning, and Support Services. PDS has an annual budget of \$47.7 million and a total of 232 employees.

Please visit [Planning & Development Services](#) for more information.

PDS has received numerous awards from external organizations including:

- National Association of Counties (NACo) – CEQA Training for Community Members and Stakeholders
- National Association of Counties (NACo) – Code Compliance Community Outreach
- National Association of Counties (NACo) – Accessory Dwelling Unit Incentive Program
- National Association of Counties (NACo) – Borrego Valley Groundwater Sustainability Plan
- National Association of Counties (NACo) – Electric Vehicle Roadmap
- 2020 AEP Awards Outstanding Public Involvement Award – County CEQA Training Program
- 2020 AEP Awards Outstanding Environmental Analysis Document – The Ocean Breeze Ranch project

LONG RANGE PLANNING DIVISION

The Long Range Planning Division is focused on maintaining the County's General Plan, a document that provides the framework for future growth and development in the County. The Division also maintains the County's Zoning Ordinance with regular updates with revised regulations to serve public health, safety and general welfare.

The division is responsible for crafting and implementing development and land-use strategies to protect the health and natural environment and make communities more attractive and sustainable, economically stronger, and more diverse through long-range planning programs within the County's unincorporated areas. Some of the exciting programs the Long Range Planning team works on include the Sustainable Land Use Framework, Development Feasibility Analyses, Community Plan Updates, and processing updates to other land development policies to make them more effective and responsive to today's challenges. The division also manages a variety of ongoing activities that derive from federal, state and local mandates, including analyzing pending legislation and commenting on proposed development projects in neighboring jurisdictions, coordinating with SANDAG and the Local Agency Formation Committee, evaluating community facilities districts and interfacing heavily with Community Planning and Community Sponsor Groups.



MINIMUM QUALIFICATIONS

Applicants must possess the following:

A bachelor's degree from an accredited college or university, or certified equivalency for foreign studies, AND, 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.

OR, A combination of experience and/or education as stated above.

Note: A master's degree or higher degree may substitute for a total of one year. 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.

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

SALARY & BENEFITS

COMPENSATION

The anticipated hiring range is \$141,000 – \$151,000 annually.

Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

BENEFITS

- 15 days of paid vacation, 13 days of paid sick leave, 10 days of paid executive time-off, 14 paid holidays, and a total of 3 days of paid emergency child and/or older adult care leave per year
- Medical, dental, and vision insurance 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
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457(b) and 401(a) plans
- May be eligible for relocation allowance up to \$15,000

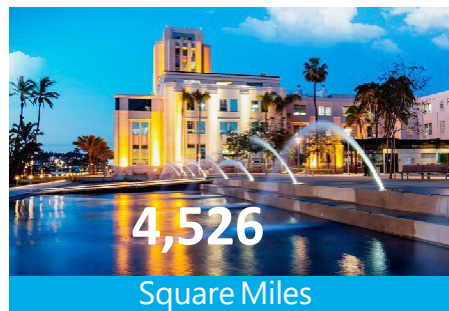


THE COMMUNITY OF SAN DIEGO

From our world-class beaches to almost year-round sunny weather, 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.

SAN DIEGO WEATHER ANNUAL AVERAGES

- **HIGH TEMPERATURE:** 70°F
- **LOW TEMPERATURE:** 58°F
- **RAINFALL:** 10.4 INCH



Heading east you will 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. Head west, and you will run into over 70+ miles of pristine coastline.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset and our customers are our number one priority.



The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](#) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.

HOW TO APPLY

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Complete the online application at www.sandiegocounty.gov/hr; select the current job postings link - 23092710U
2. Attach your résumé and cover letter at step 1 of the application
3. Attach a copy of college degree, final transcript, or diploma
4. Complete Supplemental Questionnaire with your application

Interested candidates are encouraged to apply as soon as possible for consideration. A first review of applications will take place the week of January 29, 2024.

SPECIAL NOTES

The Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide 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 will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

Please make sure to update the Work History in your application profile to match your résumé. Hiring managers will only receive the redacted application (without résumé) to make a determination of which candidates they will interview. Résumé will be sent to hiring managers at the time interviews are scheduled.

CONTACT INFORMATION

You may direct any questions regarding the application & selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources via email at Bryan.Faircloth@sdcounty.ca.gov.

Questions regarding the position or department should be directed to Lydia Lopez, Group Human Resources Director for the Land Use & Environment Group at Lydia.Lopez@sdcounty.ca.gov.

