

COUNTY OF
SAN DIEGO

**AN OPPORTUNITY TO SHAPE THE FUTURE
TOGETHER**

DEPUTY DIRECTOR, POLICY, OUTREACH AND DATA ANALYSIS

RECRUITING FOR POSITIONS IN:

AGRICULTURE, WEIGHTS AND MEASURES

DEPARTMENT OF ENVIRONMENTAL HEALTH AND QUALITY

DEPARTMENT OF PUBLIC WORKS

PLANNING & DEVELOPMENT SERVICES

ANTICIPATED HIRING RANGE: \$130,000-150,000 Annually



SANDIEGOCOUNTY.GOV

THE POSITIONS

The Land Use and Environment Group (LUEG) departments are seeking four Deputy Directors to oversee policy, community engagement and outreach, and data analysis.

Are you a leader who understands policy development, data driven decision making, and is ready to rethink traditional approaches to customize engagement strategies, including outreach to historically underserved communities?

The need is for one Deputy Director in each department:

**Agriculture, Weights and Measures
Department of Environmental Health and Quality
Department of Public Works
Planning & Development Services**



The Deputy Director will engage, develop and implement a public policy program that supports departmental and organizational goals. They will plan, direct, and coordinate the activities of the Policy, Outreach and Data unit in the respective department. The Deputy Director will lead the development of policies and strategies that contemplate multiple stakeholder perspectives such as the community, environment, industry, economy, social/community, and legislative trends, industry best practices, data evaluation and analysis, best practice research, benchmarking, and community engagement and feedback. The Deputy Director will lead increased engagement with the community, stakeholders, regulators, other jurisdictions, and customers on department programs and projects and coordinate increased translated resources and services.

The Deputy Director will oversee departmental implementation of Board of Supervisors' initiatives and priorities, Board letter coordination, and provide policy briefings to elected officials and their staff and public presentations. They will oversee policy research and development specific to departmental services, areas of responsibility, and regulations and provide recommendations to Department Directors.

The Deputy Director will be responsible for the department's effective community and stakeholder engagement by ensuring outreach plans and communication plans are developed for projects. Working closely with technical experts, they will oversee the implementation of Community Needs Assessments for their department's programs and initiatives and enact alignment with the Board of Supervisors' policy actions and priorities. They will formulate recommendations and strategies on how to navigate complex issues, bringing multiple stakeholders and differing perspectives to the table for feedback and collaboration. They will maintain a global view of emerging industry trends and legislative proposals, and they will integrate data from many sources, look beyond regulatory program data points, and coordinate and communicate regularly with all POD staff in each department, department leadership, the LUEG Policy Director and enterprise community engagement and data analysis staff. The Deputy Director will work and collaborate with LUEG Executive Office staff, Group Communications Officer, Director of Policy, Group Program Manager of Outreach and Engagement, and between departments.

Leadership and Collaboration

Demonstrated leadership experience to represent the department at the local, state, and national levels by collaborating with representatives from various agencies, including internally with County executive leaders and staff. Demonstrate organizational acumen and political awareness to:

- Lead strategic and innovative policy research and guidance to influence operational planning that anticipates future consequences and maintains the department's presence at the forefront of programs
- Build, lead, and motivate highly-performing teams, support multiple, concurrent and complex projects, and reach challenging goals
- Demonstrates an understanding of multiple stakeholders, can negotiate well, settle differences, and maintain relationships
- Strong teamwork and collaboration skills to lead strategies within the organization and with regional stakeholders to address equity in the community, mentor and coach managers, peers, and leaders
- Work closely with the department director, department staff and the LUEG Executive Office, to advise and make recommendations to executives and programmatic staff on policy and program development and to prepare items for consideration of Board of Supervisors

THE POSITIONS

Policy

Demonstrated experience overseeing policy research and analysis, development and implementation of policies, presentation of information and proposals to elected and appointed bodies and other stakeholders with the:

- Ability to formulate objectives and priorities and policies consistent with the long-term interest of the organization and effectively represent a government agency at the local, State, and national level
- Skill to advance inclusion efforts and initiatives by collaborating with internal and external stakeholders to build and foster productive relationships to identify core priorities for policy improvement and program development
- Expertise in communicating complex, technical information simply in an easy to understand manner
- Ability to lead with a global view of emerging trends for policy development, research, legislative review and analysis, Board letter coordination, and provide policy briefings to staff of elected official offices and public presentations
- Ability to thrive in a fast-paced environment with shifting priorities, multiple stakeholder perspectives, and recognizes the value of politics

Outreach and Engagement

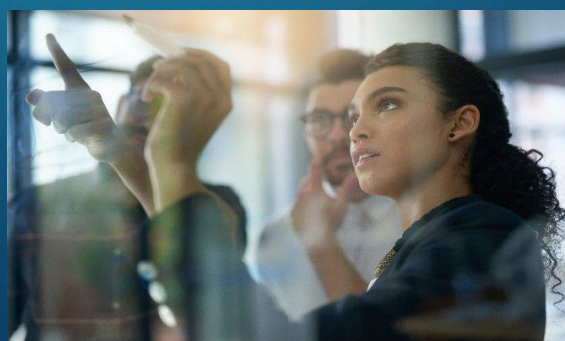
Demonstrated experience in engaging with residents and community organizations to ensure efforts are advanced to address equity in programs to:

- Create and administer outreach and engagement strategies for ongoing meaningful and dynamic community engagement and collaborate with representatives from various agencies and a myriad of stakeholders regarding County and departmental policies and requirements to lead strategies within the organization and stakeholders to address equity and justice disparity
- Manage external communications on social media, messaging for key programs and projects, preparation of external and internal collateral communication
- Develop and implement an internal departmental communications and employee engagement program

Data

Demonstrated experience utilizing data to support evidence-based policymaking and program evaluation. Experience with specialized research and outreach using evidence-based decision-making to ensure policies and practices are fair and benefit communities that need them the most by:

- Utilizing data sources to find, extract and interpret data meaning in the department for trends, implement solutions, and improvements, understand community needs to make better evidence-based decisions in operations, inspections, customer education, and implement regulations, policy, or programmatic decisions
- Communicating data to answer business questions, explain complex results in a non-technical way, focusing on the questions to ask to help decision-makers and the public understand community needs and better align services with the needs of the community
- Implementing Board priorities, detailed data collection, analyses, and management with increased efforts in the present and into the future
- Work across departments to gain synergy and more effectively deliver services



THE DEPARTMENTS



Agriculture, Weights, and Measures (AWM)



If you have ever gone to a farmers market, checked out at a grocery store, pumped gas or wondered if that produce was truly organic, you have benefitted from the Department of Agriculture, Weights & Measures. AWM enhances and promotes the preservation of agriculture and the environment while maintaining the health and safety of all residents and assuring equity in the marketplace through the fair and equal enforcement of laws and regulations. AWM eradicates, contains, or controls new exotic pests, including insects, plant diseases, nematodes, and weeds. AWM maintains the public confidence that consumers get what they pay during commercial weighting and measuring device transactions. AWM maintains a level of compliance that meets or exceeds the statewide benchmarks while ensuring consumer protection by verifying the quality and truth in labeling of agricultural products at certified farmers markets.



Department of Environmental Health & Quality (DEHQ)

The Department of Environmental Health and Quality (DEHQ) enhances quality of life by protecting public health and safeguarding environmental quality, educating the public to increase environmental awareness, and implementing and enforcing local, state, and federal environmental laws. DEHQ is a nationally recognized agency with award-winning programs. Its mission is to protect the environment and enhance public health by preventing disease, promoting environmental responsibility and when necessary, enforcing environmental and public health laws. Services are administered through five divisions: Land and Water Quality; Food and Housing; Hazardous Material; Community Health; and Administrative Services.



Planning and Development Services (PDS)



The home you live in, stores you shop at, and places where you work and play all have a connection to our department. Managing your built environment and how it fits into our ecosystem is what we do. Our experts balance the voice of the community with the governing laws and policies and needs of the businesses our communities.

PDS is responsible for current and long-range land use planning, land development engineering, building, and code compliance. The department evaluates land use projects for regulatory compliance, sustainability, and environmental impacts. PDS also provides review, permit, inspection, and code compliance services throughout the unincorporated county to ensure healthy, safe, and thriving communities. PDS advises the Board of Supervisors and Planning Commission on all land use projects, policies, and programs in the unincorporated county.



Department of Public Works (DPW)

When you drive on County roads, fly from a neighborhood airport, or pull over for that snowplow on your way to Julian, you have interacted with our department. Our vast network of sewage pipes and pump stations, flood channels, and water detention facilities keep things flowing for you all year long. During storm events, we keep the channels and drains clear to minimize flooding.

The Department of Public Works (DPW) preserves, enhances and promotes quality of life and public safety through the responsible development and maintenance of reliable and sustainable infrastructure and services in the unincorporated region. DPW serves the unincorporated region maintaining our roads, sidewalks and bridges; providing wastewater services; keeping road drainage systems and flood control channels clear; operating traffic signals and streetlights; managing eight airports; providing professional project management, engineering, and construction contract services; and inspecting private developer construction sites and permit work performed in the County's Right of Way. DPW consists of four divisions responsible for a variety of services and activities.



Ideal Candidate

Each of the Deputy Directors will have the same core responsibilities and roles. The ideal candidate is one with a combination of education and experience in public policy or legislation who can bridge communication between policymakers and technical experts. The ideal candidates have experience in the development or oversight of community outreach, education, and engagement, including developing relationships with elected officials and their staff and identifying partners in the region to inform policy and programmatic priorities. They are successful at extracting and interpreting data to understand trends in programmatic data to advise management to make evidence based decisions as well as in developing or analyzing policy or legislation impacts and associated programmatic impacts.



We are looking for an innovative leader, with the ability to see across boundaries to work with others collaboratively, bring together different specialties to address key items and provide better programs for the community. The candidate selected will have a professional history that demonstrates the following:

- Leadership experience managing technical teams in a fast-paced, highly collaborative team environment
 - Highly organized
 - Orientation toward innovation and process and systems improvement
 - Focus on inclusive organizational culture and prioritizes serving the greater good
 - Skills and passion for mentoring and coaching staff and supporting training and development
 - Data driven decision making and policy/program development
- Dynamic experience with diverse programs, communities, needs, policies and resources
- Service-oriented management philosophy that transcends all levels of the organization. Shapes, reengineers, and improves divisional processes and procedures, and sets goals that enhance our mission
- Equity, diversity, belonging, racial and environmental justice mindset to inform policy
- Public Policy development and implementation experience, and a high degree of political acumen
- Strong qualitative and quantitative data analysis and problem solving skills

Minimum Requirements

A bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency AND five years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three years of management level experience and at least one year of supervision.

Notes: A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.

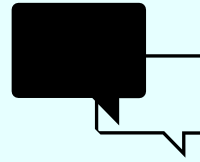


COMPENSATION & BENEFITS

The anticipated hiring range is \$130,000 – \$150,000 and is dependent upon the qualifications of the selected candidate. Annual salary reviews are performance-based and goal-oriented.



- 15 days of paid vacation, 13 days of paid sick leave, and 14 paid holidays
- 10 days of paid executive time off
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Deferred Compensation Program 457 and 401(a) plans
- [Defined benefit retirement program, Deferred Compensation Information](#)
- May be eligible for relocation allowance up to \$20,000



- Medical, dental, and vision insurance plans
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options, [Benefits Information](#)
- Reciprocity with other governmental retirement systems may be granted; please visit San Diego County Employees Retirement Association www.sdcera.org for more information

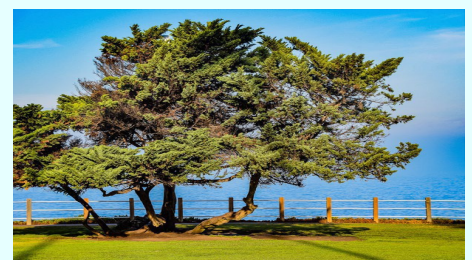
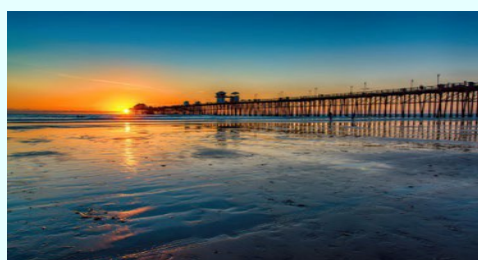
HOW TO APPLY

You may complete an online application at www.sandiegocounty.gov/hr; select the current job postings link, job number 22228908U. Please attach a copy of your college degree, final transcript, diploma, or completion letter. Interested applicants are encouraged to apply as soon as possible.

Interviews for the top candidates will take place the week of September 26, 2022. Interested individuals are encouraged to submit a resume as soon as possible for consideration.

*Beginning July 1, 2022, 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 resumé. Hiring managers will only receive the redacted application (without resumé) to make a determination of which candidates they will interview. Resumé will be sent to hiring managers at the time interviews are scheduled.





CONTACT INFORMATION

Please direct any questions regarding the application or selection process to Bryan Faircloth, Executive Recruiter at Bryan.Faircloth@sdcounty.ca.gov. You may direct any questions regarding the position to Lydia Lopez, Group Human Resources Director at Lydia.Lopez@sdcounty.ca.gov

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.



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.](#)

