



DEPUTY DIRECTOR

OFFICE OF LABOR STANDARDS AND ENFORCEMENT

Anticipated Hiring Range:
\$125,000 TO \$145,000

Excellent Benefits Package

www.sandiegocounty.gov

OFFICE OF LABOR STANDARDS AND ENFORCEMENT

The Office of Labor Standards and Enforcement (OLSE) is a new office housed within the Finance and General Government Group that was established as a Board of Supervisors priority under the County of San Diego's Framework for the Future. The OLSE will be the local government entity that serves as a resource for workers and business owners alike to get clarity and information about laws and regulations related to businesses in San Diego County, ensuring that employers are treating workers fairly.

The overall scope and responsibilities of the Office of Labor Standards and Enforcement include:

- Providing a central location for questions and connection to resources for workers across San Diego County
- Establishing an education and outreach program that engages with worker and employer stakeholders on important worker issues
- Acting as the County expert on worker issues, including data collection and research initiatives, in order to better understand regional workplace issues, including trends, gaps in services, and potential policies that would further goals of protecting and advancing fair and safe workplaces for all
- Identifying options and developing programs for the County in the enforcement of state and local laws and regulations impacting workers within the County's jurisdictional boundaries
- Coordinating with other County departments and offices that monitor and enforce contracting requirements and expenditure of County funds
- Enforcing the Subcontractor Transparency Measure for County permits, and the Working Families Ordinance (proposed) on County construction projects and County-owned leased property



THE POSITION

The **Deputy Director** for the Office of Labor Standards and Enforcement is an executive management position responsible for managing the administrative and operational activities for the OLSE. The Deputy Director will play a key role in prioritizing the fair treatment of workers by advancing labor standards through community engagement, research, policy development, enforcement, and education. This position requires a culturally competent leader who values and can leverage San Diego County's diversity to advance the County's commitment to an equitable and inclusive region.

The key responsibilities of the Deputy Director include:

- Aligns the Office's priorities with the Board of Supervisors policy guidelines and initiatives including, *Supporting Working Families*, Fair Employment Standards, and Subcontractor Transparency Measures
- Plans, directs, organizes and coordinates staff in activities that identify trends and gaps in worker protections, identifies opportunities to increase worker protections from unscrupulous employers, undertakes enforcement where needed, and engages with worker and employer stakeholders
- Collaborates with community partners, other jurisdictions, incorporated cities, employers and workers to increase awareness of business regulations related to workers, encourage compliance, and ensure the fair treatment of workers
- Oversees the data collection, analyses, and research initiatives on regional workplace issues and trends in order to develop policy recommendations that protect and advance fair and safe workplaces

THE IDEAL CANDIDATE

The ideal candidate for this position will have executive level decision-making skills, organizational and political acumen, and possess a professional work history that demonstrates the following leadership competencies, attributes, and experience:

- Knowledge and experience related to labor laws and compliance, including wage and hour laws, equal employment opportunity, and enforcing labor standards
- 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
- Sufficient knowledge of equity, belonging, and racial justice to inform and align programs, proposals, and policies to the County's Operational and Strategic Plans, through this lens
- Ability to thoughtfully communicate and respectfully engage diverse stakeholders
- Deep understanding of income, racial, and place-based inequities and related current dialogue at the national, state, and local levels
- Highly effective communicator, able to address sensitive issues with executives, staff, customers, and community groups
- Experience working with historically exploited workers and developing tools and resources for workers to build stability; experience in community engagement, social/economic policy or economic justice, including prior work with demonstrated outcomes in advancing labor and workplace equity as well as addressing disparities and disproportionality

SALARY & BENEFITS

The anticipated hiring range is **\$125,000 to \$145,000**. Salary reviews are performance-based and goal-oriented.

Benefits include:

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- 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
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted, please visit the [San Diego County Employees Retirement Association](#) for more information
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance



HOW TO APPLY

QUALIFYING APPLICANTS WILL POSSESS:

A bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency (if education was obtained outside of the U.S.) and five (5) years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three (3) years of management level experience and at least one year of supervision. A master's degree or higher degree may substitute for a total of one of experience and cannot be applied to the required one year of supervision.

Applications and résumés may be submitted online at www.sandiegocounty.gov/hr; select Current Job Postings. Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of services, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff.

Interested candidates 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 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 a qualified individual 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 application and selection process to Darah Frondarina, Senior Executive Recruiter, Department of Human Resources, at Darah.Frondarina@sdcounty.ca.gov.

Questions regarding the position or department should be directed to Brandy Winterbottom-Whitney, Deputy Director, Human Resources at Brandy.Winterbottom-Whitney@sdcounty.ca.gov.

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.

