



COUNTY OF SAN DIEGO
PUBLIC WORKS

ASSISTANT PROGRAM MANAGER WATERSHED PROTECTION

Department of Public Works

Official Class Title: Group Program Manager

Anticipated Hiring Range: \$140,000 to \$150,000 Annually

Excellent Benefits Package



Protecting our waterways by preventing pollutants from entering storm drains, ensuring a cleaner environment in line with Stormwater regulations

Watershed Protection Program | Department of Public Works

The Position

The **County of San Diego** is seeking a dynamic, highly motivated, and innovative leader to serve as the **Assistant Program Manager** (Official Title: Group Program Manager) in the Department of Public Works, Land Development Division, Watershed Protection Program (WPP).

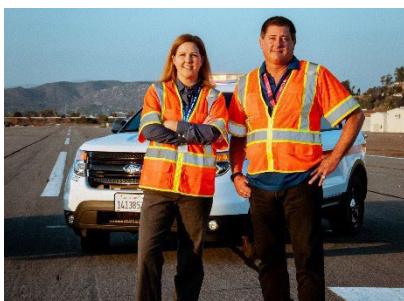
This **unclassified management-level position** reports directly to the WPP Program Manager and plays a key role in advancing watershed priorities and strategies. The Assistant Program Manager will oversee critical stormwater programs that ensure compliance with State and Federal water quality regulations while managing regional coordination efforts with Copermittees under the State-issued Municipal Separate Storm Sewer System (**MS4**) permit.

The **Watershed Protection Program**, one of the largest programs within DPW, manages a \$40+ million budget and a team of 45 full-time employees responsible for watershed planning, compliance inspections, community engagement, stormwater monitoring, and stormwater infrastructure planning. In addition to supporting the Program Manager in the development and implementation of program needs and operational budgeting, the Assistant Program Manager will represent the program in interdepartmental meetings and community outreach efforts, coordinate and communicate with executive management, and formulate departmental policies and ordinances related to watershed protection. The Assistant Program Manager will also collaborate with other County stakeholders to align priorities, perform fiscal management to optimize resources, and oversee personnel matters within the assigned program area.

The Department

The Department of Public Works 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.

The Department of Public Works (DPW) oversees the maintenance of essential County infrastructure, including roads, traffic safety devices, flood control, airports, and water/wastewater systems, while managing programs such as traffic engineering, land development, environmental services, and solid waste planning, supported by 660 staff years and a \$481 million budget. For more information, visit www.sandiegocounty.gov/dpw.



The Ideal Candidate

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

- Knowledge of applicable federal, state, and local regulatory codes and rules related to the Clean Water Act and Porter-Cologne Act
- Extensive experience managing multi-faceted stormwater programs and successfully navigating complex regulatory compliance challenges.
- Expertise in stormwater requirements including water quality improvement plans, stormwater action levels, jurisdictional runoff management programs, and principles of code enforcement and watershed planning.
- Ability to interpret materials such as contracts, ordinances, legislation, policies and procedures, directives, and manuals.
- Strong skills in budget and fiscal management, including forecasting, planning, and tracking.
- Strong political and organizational awareness with the ability to build and maintain effective relationships across public agencies, government officials, community organizations, contractors, and diverse stakeholders.
- Skilled in navigating multiple perspectives and political landscapes to build consensus and communicate complex issues clearly at all levels.
- Strong leadership skills with the ability to assess staff strengths, effectively manage personnel, and foster professional development through mentorship and collaboration.
- Proven experience in building, organizing, and motivating high-performing teams to drive change, manage complex projects, and achieve strategic goals.
- A forward-thinking approach, actively seeking innovative solutions and staying current with trends and best management practices in the stormwater industry.



***Help Us Keep Our Waterways Clean:
Preventing Pollution through Community Outreach,
Inspections, and Stormwater Education!***



Minimum Qualifications

Three (3) years of experience which demonstrate the ability to perform the essential functions of the classification AND a bachelor's degree from an accredited U.S. college or university, or a certified foreign studies equivalency, OR a combination of education and/or experience as stated above.

Notes: A master's or doctoral degree from an accredited U.S. college or university, or a certified foreign studies equivalency, may substitute for up to one (1) year of the required experience.

Stormwater Certification (i.e. QSD, QISP, CPESC, CPSWQ) is highly desired but not required.

Compensation & Benefits

The anticipated hiring range is \$140,000 to \$150,000 annually. Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

Other benefits include:

- 15 days of paid vacation, 14 paid 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 insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Defined benefit retirement program
- 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 further information, visit the website for the [San Diego County Employees Retirement System](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000





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.

San Diego County Facts:

- 3,359,630 (2023 Est. Population)
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities

San Diego Weather Averages:

- Average Temperature: 72°F
- High Temperature: 73°F
- Low Temperature: 58°F
- Average Rainfall: 10.4 Inches



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. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](https://sandiegocounty.gov/strategic-plan) services through a skilled and supported workforce. as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.



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.



How To Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr; select the Current Job Postings link, Job Number 25031804UW.
2. Attach your résumé and cover letter including your experience with coordinating with Stakeholders, Municipalities and overseeing Watershed Protection Programs.
3. Attach a copy of college degree, final transcript, diploma, or foreign studies equivalency certificate.
4. Complete Supplemental Questionnaire with your application.

Key Dates

Resume Review: Week of June 1, 2025

Interviews: Week of June 16, 2025

Expected Start Date: Month of July, 2025

Special Notes

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.

Contact Information

You may direct any questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources 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 and Environment Group at lydia.lopez@sdcounty.ca.gov.



COUNTY OF SAN DIEGO
ENVIRONMENTAL HEALTH & QUALITY