



COUNTY OF SAN DIEGO
EMERGENCY SERVICES

Career Opportunities

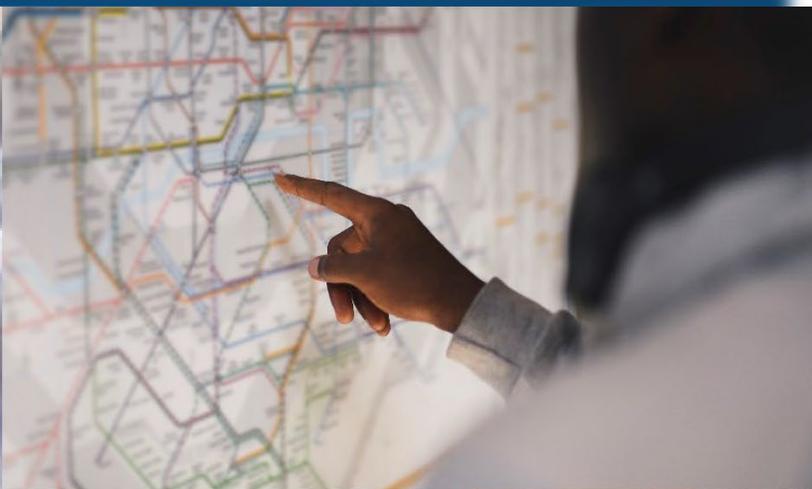
GROUP PROGRAM MANAGER – OPERATIONS

Office Of Emergency Services

Anticipated Hiring Range: *\$120,000 to \$130,000 Annually*

Excellent Benefits Package

S a n D i e g o C o u n t y . g o v



Group Program Manager – Operations

The County of San Diego – Office of Emergency Services is hiring for an exciting management opportunity for our **Group Program Manager – Operations** position. The position will be a dynamic leader that will formulate, recommend, and administer policy and procedures, as well as lead and mentor staff.

The position will also have the following duties and responsibilities:

- Guide the vision, development, and delivery of emergency management operations, preparedness, training & education and agency partnerships.
- Possess advanced knowledge of emergency operations center (EOC) readiness principles, emergency response practices, the comprehensive knowledge and use of the National Incident Management System (NIMS), and the Incident Command System (ICS), a working knowledge of notifications and warning alerts, evacuation strategies, communications and logistical coordination, training and exercise development, and strong leadership and supervisory skills.
- Provide personnel supervision and accountability of assigned Operations Division team as well as managing the Incident Management Team (IMTs) program.
- Engage in operational planning, resource and staffing management and overall communications, coordination and support.
- Manage mutual aid requests and support resource tracking in accordance with ICS and NIMS guidelines. Coordinate the development and creation of Incident Action Plan (IAP)s and Event Action Plans (EAPs).
- Design, coordinate, and conduct discussion and operations-based exercises aligned with jurisdictional plans and capabilities.
- Build and maintain collaborative relationships with emergency management stakeholders, including emergency managers, public safety, military, community- and faith-based organizations, local universities, schools, businesses, and local government agencies to foster effective partnerships and enhance community involvement.
- Facilitate workshops, training, After Action Reviews (AAR) agency discussions, and other public engagement opportunities.
- Track, analyze, evaluate, interpret, and report on communication/logistics, training/exercise, operational metrics program effectiveness and prepare recommendations for executive management.
- Research, apply for, and manage grants and ensure compliance with federal and state fundings requirements.
- Utilize emergency management technologies/platforms to support planning, coordination, and operational activities.
- Serve in a leadership role within the Emergency Operations Center (EOC) during activations.
- Provide oversight and direction to Staff Duty Officers responsible for coordinating and monitoring the County's response to any large-scale emergency or disaster that impacts the San Diego County Operational Area.





The Department

The Office of Emergency Services (OES) coordinates the overall County response to disasters. As the central hub for disaster coordination in the region, OES plays a vital role in protecting lives, property, and the well-being of San Diego County residents.

What We Do:

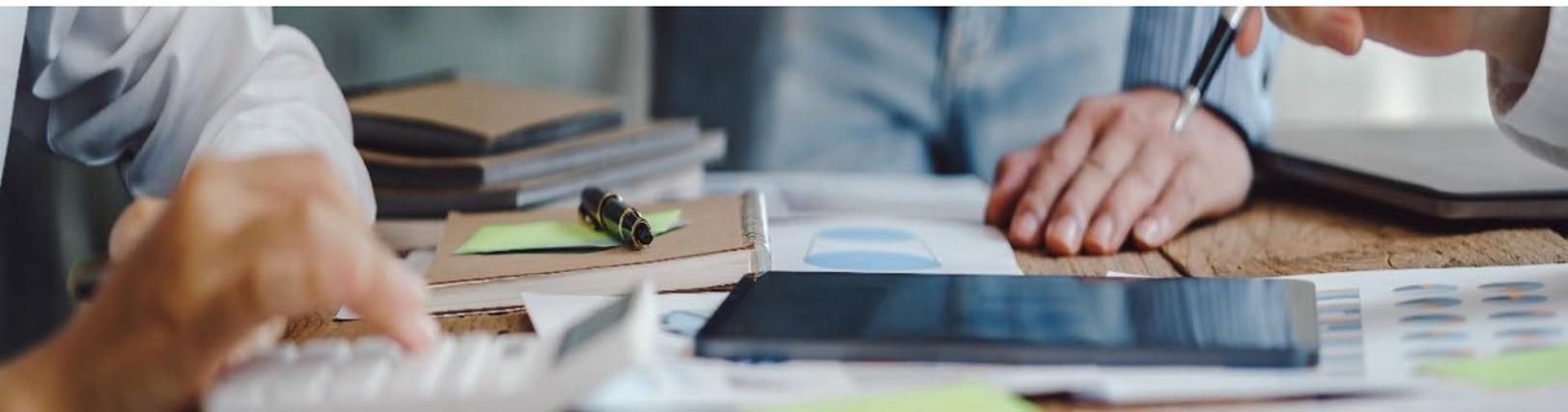
- **Coordinate Emergency Response:** Activate and manage the Operational Area Emergency Operations Center (EOC), the County's central hub for region-wide disaster response coordination.
- **Mobilize Critical Resources:** Ensure timely availability, allocation, and deployment of resources to support effective disaster response and recovery efforts.
- **Develop and Deliver Plans:** Design, implement, and maintain comprehensive emergency response and recovery plans, policies, and operational procedures.
- **Engage the Community:** Deliver accessible, culturally responsive public outreach and disaster preparedness education to enhance community resilience.
- **Champion Regional Collaboration:** Serve as staff to the Unified Disaster Council (UDC), a collaborative body representing the County and all 18 incorporated cities, to promote coordinated disaster planning and preparedness across the region.

OES is nationally accredited through the Emergency Management Accreditation Program (EMAP) and is committed to building more disaster resilient communities, strengthening regional response capabilities, and ensuring inclusive, community-centered planning for all.

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.

Note: 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.



Compensation & Benefits

Anticipated hiring salary range: \$120,000 to \$130,000 Annually. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance based and goal oriented.

Benefits include:

- 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 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



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.

County of San Diego Vision & Values

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 \(sandiegocounty.gov\)](#).



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;
2. Select the Current Job Postings link, Job Number **26031803UOES**
3. Attach your current résumé and cover letter
4. Attach your diploma, final transcripts, or foreign studies equivalency certificate (if education was obtained outside of the U.S.)

Key Dates

First Review of Resumes: Week of April 27, 2026

Interviews: Week of May 11, 2026

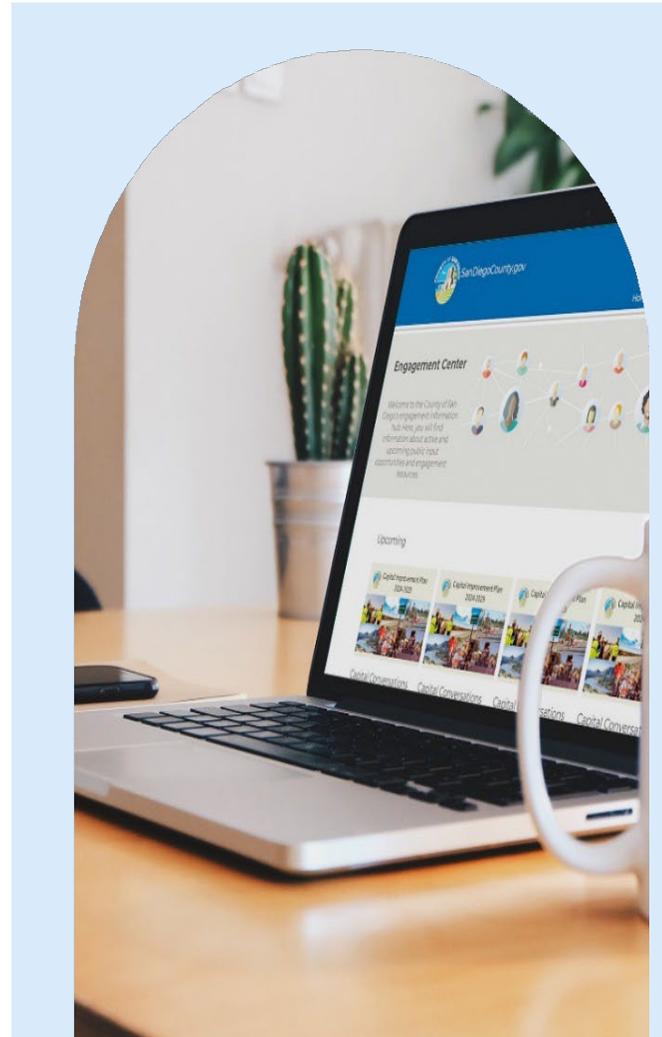
Expected Start Date: June 2026

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.

****These positions are subject to emergency call on 24-hour basis. Staff may work long shifts (12-24 hours) in disaster situations and may be required to report to Incident Command Posts in the field where conditions may include exposure to various weather conditions, traffic, dust, smoke, noise, or other difficult work environment.



Contact Information

You may direct any questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter via email at the following:
Bryan.Faircloth@sdcounty.ca.gov.