

# **COMMUNITY ENGAGEMENT & OUTREACH MANAGER (GROUP PROGRAM MANAGER)**

## **OFFICE OF SUSTAINABILITY AND ENVIRONMENTAL JUSTICE**

**Anticipated Hiring Range: \$100,000 to \$120,000 Annually**  
**Excellent Benefits Package**





## **GROUP PROGRAM MANAGER - COMMUNITY ENGAGEMENT & OUTREACH MANAGER**

The County of San Diego's commitment to addressing environmental justice advances our vision of a just, sustainable, and resilient future for all. The Office of Sustainability and Environment Justice (OSEJ) plays a key role in our journey to meaningfully address equity. We are looking for an engaged, dynamic, and proven leader to fill our Community Engagement & Outreach Manager position.

This position will focus on developing community partnerships and relationships to address:

- Environmental and climate justice
- Communities disproportionately impacted by air quality environmental burdens and related health problems
- Reducing greenhouse gas emissions
- Addressing food justice and transportation equity





# THE POSITION

The position will have the immediate focus on Community Engagement & Outreach to connect with communities to ensure we are responding to each community appropriately and addressing their specific and diverse needs. This position will support the Chief Sustainability Officer in collaborating with trusted community organizations and establish more equitable and accessible services, programs, and resources for all. This position requires a culturally competent leader who values and can leverage San Diego County's racial, cultural, and religious diversity to advance the County's commitment to an equitable and inclusive region.

Key responsibilities of the Community Engagement & Outreach Manager include:

- Furthering community engagement by identifying partners throughout the region; building and fostering productive relationships; and identifying core priorities for environmental and climate justice process, policy improvement and program development
- Staffing the community steering committees in the four communities identified in the draft Environmental Justice (EJ) Element of the County's General Plan to include setting priorities for County programs and services across the County enterprise and engaging with the budget-making process
- Staffing the working group to report on the cumulative impacts of EJ communities through the region; developing mutual activities to advance pollution exposure reductions and improved air quality; establishing best practices; and identifying barriers and gaps to ensure robust environmental and climate justice practices throughout the region
- Developing relationships with other jurisdictions in the region to ensure cohesion of efforts
- Developing relationships with all County departments and program leads of associated EJ programs
- Creating an outreach and engagement strategy targeting EJ communities throughout the region
- Creating a communications plan for initial and continued outreach using various communication methods and languages

## IDEAL CANDIDATE

The ideal candidate for this position will be an inclusive, results-oriented leader with a deep understanding of community engagement, with experience and an understanding of income, racial and place-based inequities with respect to the development, adoption, implementation and enforcement of environmental laws, regulations and policies. A proven, caring leader with a career history that demonstrates experience in a community engagement, social/economic policy or environmental and climate justice capacity and the ability to embrace and celebrate the culture, ethnic diversity, and community values of the San Diego region. The ideal candidate will also have excellent project management skills, with the ability to balance multiple projects simultaneously, and the ability to thoughtfully communicate and respectfully engage diverse stakeholders.

*Bilingual fluency in English/Spanish is highly desirable.*



# Office of Sustainability and Environmental Justice (OSEJ)



The newly established Office of Sustainability and Environmental Justice is organized within the Land Use and Environment Group and will serve as a central point of coordination for driving forward external and internal sustainability efforts. OSEJ will lead regional sustainability initiatives including bringing government, labor, business and community representatives together to achieve zero-carbon emissions by mid-century through implementation of the County's Regional Decarbonization Framework and protecting our region's open space, habitat, farmland, wildlife and water.

Recognizing that not all communities experience climate change equally, OSEJ will work to discover and resolve neighborhood-based inequities such as open space, tree canopy or access to local, fresh produce. This office will work with stakeholders as well as local, state, and federal agencies to support EJ solutions throughout the region by collaborating with multijurisdictional partners and regulatory agencies.

OSEJ will be responsible for identifying federal and state grants or funding opportunities to support the expansion of EJ programs in the region, including climate investments and new opportunities for workforce and small-business development in a green economy, providing input into the budgetary and policy-making process of County programs and services in collaboration with the Office of Equity and Racial Justice.

OSEJ will also work to improve food security in the region through the County's Food System Initiative in collaboration with internal and external partners. The Office will strengthen the County's relationship with the area's 18 Native American Tribal Governments to better reflect the voice and values of the County's Native Americans.

Internally, OSEJ will support the County enterprise as it leads by example to further commit and contribute to achieving sustainability goals set forth for the region. OSEJ will support County departments in the implementation of departmental sustainability plans, to bring greater alignment across internal operations.

OSEJ will work closely with County executive leadership and departmental teams to ensure sustainability is reflected within departmental decisions through the consideration of social, health, environmental, and economic factors. The Office will work in partnership with other County leaders to monitor and evaluate progress toward achieving sustainability goals and provide data-informed recommendations for changes in approach to help the organization succeed.

[Click here to learn more about the Office of Environmental And Climate Justice.](#)



# MINIMUM QUALIFICATIONS

## Applicants must possess the following:

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

Note: A master's degree or higher may substitute for a total of one (1) year. In order for education to substitute for work experience as stated above, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis

## SALARY & BENEFITS



### COMPENSATION

**\$100,000 to \$120,000 Annually.** Placement within this range is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal-oriented.

### BENEFITS

- 15 days of paid vacation, 10 days of paid executive time-off, 13 days of paid sick leave, and 14 paid holidays
- Medical, dental, and vision insurance plans
- Flexible Credits starting at \$475.00 per pay period, based on the selected level of medical coverage
- Disability Insurance, Life Insurance, and Accidental Death/ Dismemberment Insurance
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit [www.sdcera.org](http://www.sdcera.org)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000
- View the detailed Benefit Plan for [Unclassified Management\(UCL\)](#)

# HOW TO APPLY

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Complete the online application at [www.sandiegocounty.ca.gov/hr](http://www.sandiegocounty.ca.gov/hr); select the current job posting link, job number 23031803UCEM.
2. Attach a copy of your college degree, final transcript, or foreign studies equivalence certificate (if education was obtained outside of the U.S.)

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 resume. Hiring managers will only receive the redacted application (without resumes) to make a determination of which candidates they will interview. Resumes will be sent to hiring managers at the time interviews are scheduled.

***The recruitment is scheduled to close on April 10, 2023 at 11:59 PM. Interviews will start on April 13, 2023 and job offers will be extended to the selected candidate.***

## 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 accommodations may be made to enable qualified individuals 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 & selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources at [Bryan.Faircloth@sdcounty.ca.gov](mailto: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 via email at [Lydia.Lopez@sdcounty.ca.gov](mailto:Lydia.Lopez@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.



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.