

# GROUP PROGRAM MANAGER- REGIONAL DECARBONIZATION



## OFFICE OF SUSTAINABILITY AND ENVIRONMENTAL JUSTICE

**Anticipated Hiring Range: \$100,00 to \$120,000**

**Annually**

**Excellent Benefits Package**







## GROUP PROGRAM MANAGER- REGIONAL DECARBONIZATION

Are you passionate about sustainability and engaging with the community? The County's Land Use and Environment Group is leading a collaborative effort to move our region to zero carbon emissions. It's called the Regional Decarbonization Framework and it's a science-based project that will involve local and regional agencies, tribes, businesses, industry, labor unions, environmental advocates, and community members across the region. We are looking for an engaged, dynamic leader with strong project management skills to fill our Group Program Manager position.

This position will focus on collaboratively developing recommended actionable steps that can be taken as a region to reach the visionary decarbonization goals previously established by the San Diego County Board of Supervisors. In partnership with stakeholders, the Group Program Manager will assist with:

- Educating the public about the impacts of climate change through both written and oral communication
- Facilitating group discussions on actions that could be taken to decarbonize buildings, energy, transportation, and land uses in our region
- Identifying partners in the region and generating interest to join in this collaborative effort
- Reaching out to stakeholders and engaging them in sessions to identify their policy and programmatic priorities
- Developing engagement opportunities that include diverse audiences, particularly environmental justice communities
- Applying project management methods and principles



# THE POSITION

The position will have an immediate focus on working with the community to develop actionable ways the region can decarbonize. The person will support the Program Manager for Regional Sustainability in efforts to achieve the social, economic, health, and environmental well-being of the community. This position requires a culturally competent leader who values and can leverage the San Diego region's racial, cultural, and religious diversity to advance the County's commitment to equitable and inclusive sustainability goals.

Key responsibilities of the Program Manager for Regional Decarbonization include:

- Facilitating stakeholder workshops focused on developing actions the region can take within the major industry sectors, working together with public and private sector participants
- Writing and presenting reports, factsheets, and conducting research to support policy development and public education around the Framework, working with academic institutions and expert consultants
- Furthering community engagement by identifying partners throughout the region; building and fostering productive relationships; and identifying core priorities for decarbonization initiatives
- Developing strategies to meaningfully engage environmental justice communities throughout the region; integrating sustainability and equity issues; building and maintaining trusted relationships with community-based organizations, and identifying barriers to the participation of demographics and geographies that have historically been overlooked
- Developing relationships with other jurisdictions in the region to ensure cohesion of efforts and regional leadership on sustainability
- Developing relationships with all County departments and program leads of associated sustainability programs to lead by example

## IDEAL CANDIDATE

The ideal candidate for this position will:

- Be an inclusive, results-oriented leader with a passion for sustainability and environmental justice; have a deep understanding of climate-related concepts with the ability to quickly learn and establish trust both within the County organization and externally; and have experience in facilitation of dynamic conversations around technical policy-related topics
- Be a proven, empathetic leader with experience in community engagement, environmental/climate justice, and the ability to embrace and celebrate the cultures, ethnic diversity, and community values of the San Diego region
- Have excellent project management skills, the ability to balance multiple projects simultaneously, and the ability to thoughtfully communicate and respectfully engage diverse stakeholders



# 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. OSEJ 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. OSEJ 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.



# 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 executive time-off, 13 days of paid sick leave, and 14 paid holidays
- Medical, dental, and vision insurance plans
- Flexible Credits starting at \$452.50 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 22031807ULUEG.
2. Attach a copy of your college degree, final transcript, or foreign studies equivalence certificate (if education was obtained outside of the U.S.)

\*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 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.

***Interested applicants are encouraged to apply as soon as possible.***

## 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.](#)