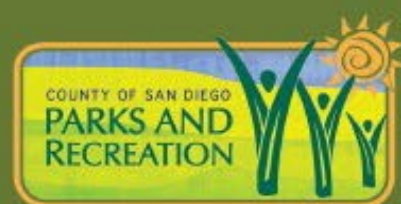




COUNTY OF SAN DIEGO
Department of Parks and Recreation

GROUP PROGRAM MANAGER, PARKS & RECREATION

Anticipated Hiring Range: \$127,000 to \$135,000 Annually
Excellent Benefits Package



THE POSITION

GROUP PROGRAM MANAGER, PARKS AND RECREATION

The County of San Diego invites applications from candidates with exemplary qualifications for the position of **Group Program Manager**. This position will oversee an integral team of multi-disciplinary professionals that provide support and superior customer service to our internal and external customers for environmental, cultural, and biological resource management.

The Group Program Manager will ensure effective collaboration on all departmental projects to ensure compliance with appropriate California Environmental Quality Act (CEQA) and agency-permitting requirements; coordinate the implementation of the County's Multiple Species Conservation Program (MSCP), including stewardship and comprehensive monitoring; implement associated plans and policies approved by the County's Board of Supervisors; and ensure consistency with departmental established priorities for parks and recreation, conservation programs, natural resources, and cultural resource management.

THE IDEAL CANDIDATE

The ideal candidate will be a dynamic and visionary leader who values collaboration and thrives in an environment of multiple stakeholder priorities in the land management and/or environmental communities; and possesses supervisory and management level experience with a public or private agency. The ideal candidate will have seven (7) years of demonstrated experience in leading teams and projects in a governmental or non-profit or relatable setting; OR a combination of at least seven (7) years education and demonstrated experience in leading teams and projects in a governmental or non-profit or relatable setting and will also possess a professional history that demonstrates the following leadership competencies and attributes:

- Knowledge and professional level experience of the California Environmental Quality Act (CEQA) and agency-permitting requirements
- Knowledge of the County of San Diego Multiple Species Conservation Program (MSCP) or comparable habitat conservation programs
- Act as a strategic thinker who anticipates future consequences and trends while applying knowledge appropriately
- Demonstrate organizational and political awareness of sensitive issues and understanding of multiple stakeholder needs
- Possess a customer service-oriented management philosophy which transcends all levels of an organization
- Convey information and ideas verbally and in writing in an open and articulate manner, and demonstrates approachability in an easy manner
- Mentor and develop staff
- Demonstrate highly ethical and professional standards, effective organizational skills, sound analytical and decision-making skills, excellent communication skills, and exceptional service skills
- Serve as a professional who shows initiative and networks well across disciplines and influences key decision-makers by consistently providing quality work, improved service, reduced costs, and increased productivity
- Follow through on commitments
- Demonstrate strong teamwork and collaboration skills, work across departments to initiate positive changes in processes and procedures to meet

THE DEPARTMENT

PARKS AND RECREATION



***Our Mission:
Enhance the quality of life in San
Diego County by providing
exceptional parks and recreation
experiences and preserving
significant natural resources.***

The Department of Parks and Recreation (DPR) enhances the quality of life for county residents and visitors of all ages. We promote health and wellness, safe communities, and civic pride through thousands of programs across San Diego including festivals, hikes and rides, educational events and activities for youth, three strategically located recreation centers, and multiple state-of-the-art sports complexes. Daily programs enrich the lives of all patrons with a special focus on families, seniors, people with disabilities, and at-risk youth. DPR has a budget of \$60.6 million and 249 positions.

The Group Program Manager, Parks and Recreation position will provide oversight of a team of multi-disciplinary professionals within the Resource Management Division (RMD). RMD is responsible for implementation of the Multiple Species Conservation Program (MSCP), including acquisition and restoration of preserve lands to conserve and enhance sensitive habitats and species. RMD also monitors selected species and habitats to ensure the long-term health of populations of priority plant and animal species. RMD is responsible for the environmental review and regulatory permitting of park projects and activities. This includes ensuring compliance with California Environmental Quality Act (CEQA), working closely with regulatory agencies to obtain environmental permits and monitoring permit compliance, and ensuring protection of natural resources within the Department of Parks and Recreation Lands.

RMD is responsible for short- and long-range planning efforts, such as regional trail planning through implementation of the County's Trail Master Plan (CTMP) and conducting feasibility studies and master plans for regional park projects. RMD regularly works closely with regional partners, jurisdictions, and stakeholders to conduct outreach on park projects and meet goals of the MSCP.

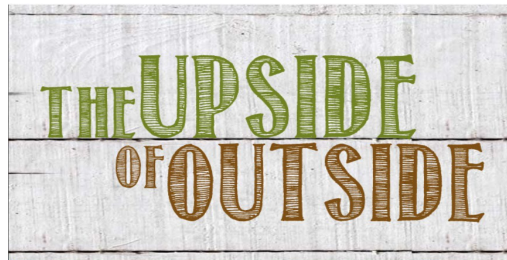
For more information, visit the [Department of Parks and Recreation](#) website.

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

The anticipated hiring range is \$127,000 to \$135,000 annually.

Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

BENEFITS

- 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 older adult care Leave per year
- Medical, dental, and vision insurance 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; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000

HOW TO APPLY

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Complete the online application at www.sandiegocounty.gov/hr; select Current Job Postings, Job Number 24031805UPR
2. Attach your current résumé
3. Attach a copy of your college degree, final transcript, or foreign studies equivalency certificate (if education was obtained outside the U.S.)

The Department of Human Resources will remove personally identifiable information from 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.

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 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 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.



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 Live Well San Diego vision: A region that is Building Better Health, Living Safely and Thriving. For more information, please visit www.livewellsd.org

