



COUNTY OF
SAN DIEGO

Policy Chief

**Public Safety Group
Executive Office**

Anticipated Hiring Range: \$180,000 - \$190,000 Annually

Excellent Benefits Package

SanDiegoCounty.gov



The Position

The Policy Chief for the Public Safety Group (PSG) will be responsible for providing leadership and direction on program and policy development, legislative analysis and guide unification and collaboration among PSG departments for effective policy work.

The Policy Chief will provide direction on formulating, recommending, implementing, and administering public policy, while working with departments, elected officials and their staff, stakeholders and executive management, in addition to leading major initiatives. Duties include the following:

- Provide policy guidance to department executives on matters going before the Board of Supervisors and anticipate Board office needs.
- Prepare reports, briefings and presentations on policy matters.
- Coordinate and manage high-priority County projects that often involve other governmental agencies, are high profile, and have a high level of stakeholder involvement and public participation.
- Coordinate multi-departmental and multi-agency projects and programs with departmental staff.
- Oversee the development of the annual legislative program for PSG departments and track key legislation throughout the year.
- Coordinate strategic communications with stakeholder agencies that impact County departments and Board offices, coordinating closely with the CAO Policy Director.
- Provide strategy, oversight and direction to departments on their engagement and communication plans for projects and programs for the community.
- Provide leadership guidance to the CAO Analysts to strategically plan items and review all PSG Board Letters.
- Monitor board items and legislative actions related to the Public Safety departments.
- Develop strategies that promote rehabilitation, accountability, de-escalation, diversion programs and reduce recidivism.

Public Safety Group



The Public Safety Group provides leadership throughout the region in public safety services, justice administration, emergency preparedness and response, and public accountability. The PSG departments operate both independently and collaboratively to support the region by ensuring a fair and equitable justice system in the investigation, defense and prosecution of crimes, support services for victims, housing adult offenders and youth in County facilities, and supervision and support of clients in the community. PSG departments also provide programs and services promoting opportunities for youth and young adults.

PSG departments include Child Support Services, San Diego County Fire/Emergency Management Services, Medical Examiner, Office of Emergency Services, Probation, Public Defender, and Animal Services. The PSG Executive Office also supports the elected offices of the District Attorney and Sheriff.

The Ideal Candidate

PSG is looking for a skilled and knowledgeable Policy Chief with experience in government affairs and public policy to lead a dynamic high functioning team. The ideal candidate will have experience working with elected officials and the bureaucracy at all levels of government and a large organization to bring together and implement public policy direction. This role requires a strategic thinker with strong political acumen, the ability to understand and navigate competing policy agendas and perspectives, and expertise in developing and implementing public policy.



The desired candidate will be able to manage competing priorities and varied inputs as well as relationships with various stakeholders across the political spectrum, including working with elected officials and their staffs to identify policy issues, and working with departments on how policy items can be implemented. Staying informed and ahead of public policy trends throughout the region, state and nation and being able to develop a strategy to communicate with other public and private entities, elected officials, County departments, agency representatives, business, community, labor and a myriad of stakeholders are key functions of the position.

Minimum Qualifications

Five years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include four years of management level experience and at least one year of supervision; AND a bachelor's degree from an accredited U.S. college or university or a certified foreign studies equivalency.

Note: A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.



*Supporting the public safety and well-being of all by providing **equitable, sustainable, and community-oriented** services.*

Public Safety Group

Compensation & Benefits

The anticipated hiring salary range for this position is \$180,000 to \$190,000 annually. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance based and goal oriented. Other benefits include:

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of 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 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 more information, visit [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for a relocation allowance up to \$15,000
- View the detailed Benefit Plan for [Unclassified Management \(UCL\)](#)



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 & Value



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; select Current Job Postings, Job Number 26092106U.
2. Attach your résumé and cover letter.
3. Attach a copy of your college degree, final transcripts or foreign studies equivalency certificate (if education was obtained outside of the U.S.)

Key Dates

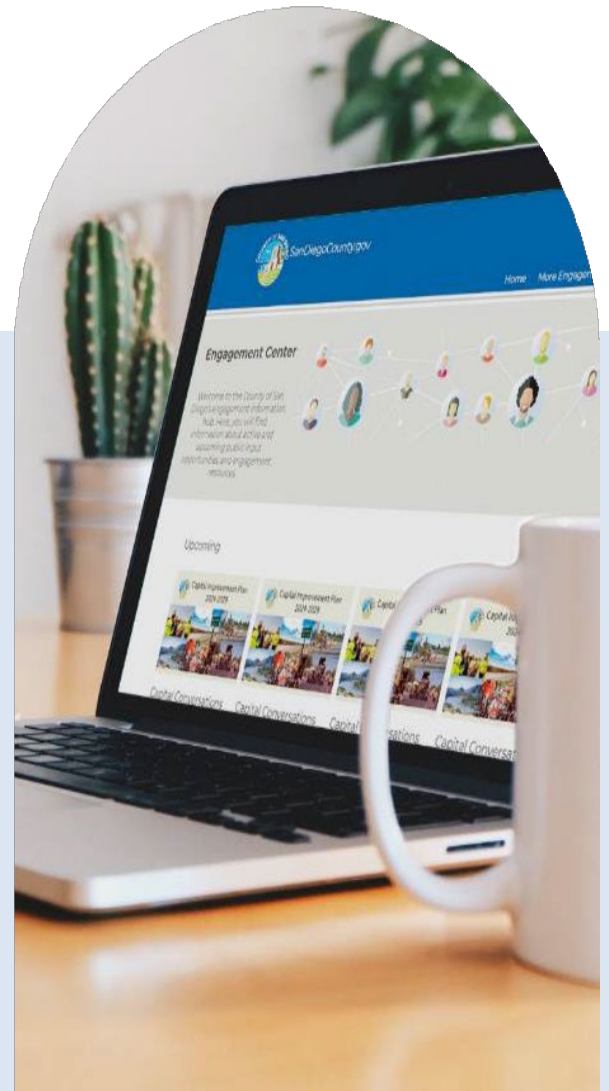
Interviews: Week of August 9th

Expected Start Date: Month of September

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 Veronica Gibson, Senior Executive Recruiter, at

Veronica.Gibson@sdcounty.ca.gov