CRIME LAB DIRECTOR
SHERIFF’S DEPARTMENT
Crime Laboratory
Anticipated Hiring Range: $140,000 to $160,000
Excellent Benefits Package

www.sandiegocounty.gov
The County of San Diego, Sheriff’s Department invites résumés from qualified candidates for Crime Lab Director.

THE POSITION

This recruitment is to fill an immediate vacancy in the Sheriff’s Crime Laboratory, which performs scientific investigative testing on crime scene evidence for the Sheriff’s Department and 30 other criminal justice agencies in the San Diego region. The Crime Lab provides specialized analysis in controlled substances and alcohol, DNA and trace evidence (including arson, explosives, fibers and paint), latent fingerprint development and comparison, questioned documents (including handwriting comparison), firearms, and crime scenes; and performs related work.

The Crime Lab Director is an unclassified management position that reports to an executive level, sworn officer, and is responsible for managing the staff and activities of the Sheriff’s Crime Laboratory, which includes establishing policies, authorizing procedures, and ensuring that laboratory resources are state-of-the-art and effectively utilized. The Crime Lab Director also supervises the Cal-ID Program Manager. The Cal-ID program coordinates the Automated Fingerprint Identification System countywide.

The San Diego Sheriff’s Crime Lab is fully accredited by the American Society of Crime Laboratory Directors/Laboratory Accreditation Board (ASCLD/LAB), as such, the lab’s standards and practices meet the highest level of professionalism and it maintains a regular program of quality assurance. In addition, the lab’s Crime Scene Investigation team responds to homicides and other serious crimes countywide. The jurisdiction covers over 4,000 square miles, including the Mexican international border, federal military installations, Indian lands, the Anza Borrego desert and the Pacific Ocean.

THE IDEAL CANDIDATE

The Sheriff’s Department is seeking a strategic, innovative leader who will motivate and inspire employees to engage in the Department’s mission and values while supporting a customer service-oriented management philosophy that builds and supports mutually beneficial relationships with other County departments and outside organizations.

The successful candidate will have thorough knowledge and experience in the scientific investigation of crime scenes and laboratory examination of physical evidence and be able to anticipate future challenges and trends. He or she will be able to successfully build and lead a team to raise its level of professionalism and enable the lab to continue operating as one of the most successful crime laboratories in the nation.

MINIMUM QUALIFICATIONS

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

COMPENSATION

The anticipated hiring range upon appointment for this position will be $140,000 to $160,000. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance based and goal oriented.
**BENEFITS**

The County provides fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays. The County pays up to $17,000 annually toward health insurance, depending on your level of coverage (increasing by 7% up to $18,000 in 2019). Employees may choose benefit options through a cafeteria plan. Employees may also choose to waive health insurance and receive up to $5,000 annually in a Health Reimbursement Account or in a Dependent Daycare flexible spending account. You have flexibility with seven medical plans to choose from, which include the following networks: Kaiser, Scripps, UCSD, Sharp, and Rady Children’s Hospital.

Employees may also select from two dental plans (one includes orthodontia coverage) and VSP Signature Vision Plan, which includes glasses, contacts, and coverage for Lasik surgery. The County also provides Life Insurance and Supplemental Accidental Death & Dismemberment up to 2x your salary, as well as a Long-Term Disability Insurance plan at no cost. You have the option to elect from additional voluntary benefit plans: short-term disability and Critical Illness/Cancer plans.

In addition, the County offers deferred compensation 457 and 401a plans as well as a defined benefit Retirement plan. Employees may be eligible for relocation allowance.

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**SAN DIEGO COUNTY SHERIFF’S DEPARTMENT**

The Sheriff’s Department is the chief law enforcement agency in the County of San Diego, covering approximately 4,200 square miles. The Department’s 4,318 employees provide general law enforcement, jail and court services, as well as regional investigative support, and technical emergency response. Law enforcement services are provided to an estimated 1,000,000 County residents, including those in nine contract cities. The Sheriff’s detention facilities process over 220,000 inmates annually, booking and releasing inmates, ensuring court appearances, and providing necessary daily care for approximately 5,200 inmates. For additional information, please review the [Sheriff’s Department website](#).

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**THE COUNTY OF SAN DIEGO**

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region’s Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of $6.26 billion and provides services to the residents of the County through nearly 18,000 employees in 42 different departments.

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**GENERAL MANAGEMENT SYSTEM**

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County’s comprehensive guide for managing this cyclic process is called the General Management System (GMS). By communicating and adhering to this business model, the County of San Diego is able to maintain an organizational culture that values transparency, accountability, innovation, and fiscal discipline which provides focused, meaningful public services.
APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Employment applications and résumés may be submitted online at www.sandiegocounty.gov/hr; select the link for jobs. Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation. The first review of resumes will be held the week of October 29, 2018. The closing date for applications and résumé submittal is November 30, 2018 at 11:59 p.m.

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, veterans, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable a qualified individual with disabilities to perform the essential functions of a job, on a case-by-case basis.

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.

Under California Government Code Sections 3100 - 3109, public employees are designated as disaster service workers. The term "public employees" includes all persons employed by the state or any county, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

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.

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Anna Lisa Acedo, Human Resources Services Manager, at AnnaLisa.Acedo@sdcounty.ca.gov. Questions about the position or department should be directed to Billie Jean Tamayo, Public Safety Group Human Resources Director, at BillieJean.Tamayo@sdcounty.ca.gov.