

COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



DEPUTY AGRICULTURAL COMMISSIONER/SEALER AGRICULTURE, WEIGHTS AND MEASURES

Anticipated Appointment Salary \$92,000—\$103,000

Excellent Benefits Package

DEPUTY AGRICULTURAL COMMISSIONER/SEALER OF WEIGHTS & MEASURES

COUNTY OF SAN DIEGO

DEPARTMENT OF AGRICULTURE, WEIGHTS AND MEASURES (AWM)

The County of San Diego invites résumés from candidates with exemplary qualifications for the position of Deputy Agricultural Commissioner/Sealer. This position will be assigned to the County's Land Use and Environment Group, Department of Agriculture, Weights and Measures (AWM). The selected candidate will be responsible for administering, managing, operating, and directing AWM programs. Additional duties will include supervising and directing operating personnel; performing a wide variety of staff duties; and applying current agricultural principles and practices in the formulation of integrated policy and procedures related to public health and safety protection, including inspection and enforcement duties.

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. The ideal candidate also has depth and breadth of technical experience in the programmatic areas of AWM and understands multiple perspectives, agendas, and goals. The ideal candidate will also have proven experience within a public sector. The ideal candidate will also have full supervisory level experience .

The ideal candidate will also possess a professional history that demonstrates results orientation, interpersonal relations, and problem solving. The ideal candidate will possess the following leadership competencies and attributes:

- Sets and achieves challenging goals for department
- Commits self and others to improve performance and reach challenging goals
- Persists over time in the face of obstacles, and demonstrates tenaciousness
- Has superior influence and persuasion skills
- Relates to a wide range of styles and personalities
- Mentors and coaches managers, peers, and leaders
- Anticipates problems, roadblocks, future consequences of action, and trends accurately
- Demonstrates an understanding of multiple stakeholder needs

QUALIFICATIONS

- Possession of a current California Department of Food and Agriculture license for a Deputy County Agricultural Commissioner or County Agricultural Commissioner; OR, a Deputy County Sealer of Weights and Measures or County Sealer of Weights and Measures; AND, a bachelor's degree from an accredited college or university, or certified equivalency for foreign studies, AND, five (5) years of experience that demonstrates the ability to perform the essential functions of the classification which must include 2 years of management or supervision; **OR**,
- Three (3) years of professional experience equivalent to a Deputy Commissioner/Sealer level managing agricultural or weights and measures programs, including staff for a jurisdiction in another state or for a state agency, such as the California Department of Food and Agriculture or California Department of Pesticide Regulation. Experience must have included management of agriculture or weights and measures inspection or enforcement programs. Once qualifying experience is verified and the candidate is successful in the selection process, a provisional Deputy Agricultural Commissioner or Deputy Sealer license will be requested from the California Secretary of Agriculture on behalf of the candidate. This license is only valid for employment with the County of San Diego. If the provisional Deputy Agricultural Commissioner or Deputy Sealer license is approved, the candidate is considered to have the same qualifications as above; **OR**,
- A combination of experience and/or education as stated above, with the required licenses.

Note: A master's degree or higher degree may substitute for a total of one year. In order for education to substitute for work experience as indicated above, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis. Qualifying experience will include CAO Staff Officer or Project Manager experience that involves leading projects.

COMPENSATION

The anticipated hiring range, upon appointment, for this position will be \$92,000—\$103,000. Placement within this range is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

BENEFITS PACKAGE

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- 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, please visit [San Diego County Employees Retirement Association](#) website
- Deferred Compensation Program (457) and 401(a) plans
- May be eligible for relocation allowance

DEPARTMENT OF AGRICULTURE, WEIGHTS AND MEASURES

The Department of Agriculture, Weights & Measures (AWM) enhances and promotes the preservation of agriculture and the environment while maintaining the health and safety of all citizens, and assuring equity in the marketplace through the fair and equal enforcement of laws and regulations. AWM has an annual budget of approximately \$22.1 million; and consists of 168 full time staff positions. AWM is responsible for eradicating, containing, or controlling new exotic pests, including insects, plant diseases, nematodes, and weeds. AWM maintains the public confidence that consumers "get what they pay for," in commercial weighting and measuring devices. AWM maintains a level of compliance that meets or exceeds the state-wide benchmarks. AWM also ensures consumer protection by verifying the quality and truth in labeling of agricultural products, such as certified organic produce, eggs, and produce at certified farmers' markets. Additional information on AWM can be found in this [Crop Report](#).



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 \$5.7 billion; the County provides services to the residents of the County through 17,000 employees in 42 different departments.

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

Résumés may be submitted on-line at www.sdcounty.ca.gov, select the link for jobs.

Résumés should include academic degrees held, professional registrations and licenses held, 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 **résumé** review date will take place during the week of May 7, 2018.

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 an individual with qualified 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 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 regarding the position or department should be directed to Valerie L. Espinoza, Acting Group Human Resources Director, Land Use and Environment Group at Valerie.Espinoza@sdcounty.ca.gov.

Class 000960
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