



COUNTY OF SAN DIEGO
PUBLIC WORKS



WATERSHED PROTECTION PROGRAM MANAGER

Department Of Public Works

Anticipated Hiring Range: **\$163,000 - \$170,000 Annually**

Excellent Benefits Package



Protecting our waterways by preventing pollutants from entering storm drains, ensuring a cleaner environment in line with Stormwater regulations

Watershed Protection Program | Department of Public Works

The Position

The Watershed Protection Program Manager (PM) will report directly to the Deputy Director, Land Development Division, Department of Public Works. The PM will set the vision and strategy for the Watershed Protection Program, as well as manage day-to-day operations. This includes development of long-term funding strategies, oversight of the program's five-year financial forecast and two-year operational budget, development and implementation of program priorities and strategies. In addition, the PM will act as the County's primary liaison with other public and private entities, including coordination with regional stakeholders, municipalities, and regulatory agencies. The PM will be responsible for providing leadership and oversight of critical functions in the Watershed Protection Program to meet water quality regulations, including:

- Conducting extensive water quality monitoring and scientific studies, interpreting the results and formulating associated action plans.
- Public outreach, education and incentive programs to encourage pollution prevention actions in the community; watershed planning and regulatory reporting.
- Managing development, design and construction of over \$50 million in water quality improvement green infrastructure projects.
- Conducting stormwater code compliance inspections.
- Supporting land development project reviews for stormwater regulatory compliance.

The Department

The Department of Public Works preserves, enhances and promotes quality of life and public safety through the responsible development and maintenance of reliable and sustainable infrastructure and services in the unincorporated region.

The Department of Public Works (DPW) oversees the maintenance of essential County infrastructure, including roads, traffic safety devices, flood control, airports, and water/wastewater systems, while managing programs such as traffic engineering, land development, environmental services, and solid waste planning, supported by 660 staff years and a \$481 million budget. For more information, visit www.sandiegocounty.gov/dpw.



The Ideal Candidate

The ideal candidate will possess a professional history that demonstrates the following necessary leadership competencies and experience:

- Expertise in environmental issues relating to stormwater regulations, stormwater requirements for construction and development, erosion control, as well as principles of code enforcement and watershed planning.
- Extensive experience managing multi-faceted environmental programs and demonstrated success navigating complex regulatory compliance challenges.
- Ability to read and comprehend materials such as contracts, ordinances, legislation, policy and procedures, directives, and manuals.
- Skilled in Budget and fiscal management principals, practices, and methods.
- Ability to establish and maintain effective working relationships with public agencies, government and elected officials, non-governmental and community-based organizations, contractors and consultants, management, County employees, private enterprises, and the general public representing diverse cultures and backgrounds.
- Demonstrates strong teamwork and collaboration skills and the ability to help others learn interpersonal skills.
- Recognizes strengths and weaknesses of others and how to best manage staff.
- Understands multiple perspectives, agendas, and goals of the division; views politics as necessary and useful to the organization; and relates to a wide range of styles and personalities of staff and various stakeholders.



***Help Us Keep Our Waterways Clean:
Preventing Pollution through Community Outreach,
Inspections, and Stormwater Education!***



Minimum Qualifications

Five (5) years of experience that demonstrates the ability to perform the essential functions of the classification which must include two (2) years of management or supervision, AND a bachelor's degree from an accredited college or university, or certified equivalency for foreign studies, OR, a combination of experience and/or education as stated above.

Note: A master's or doctoral degree from an accredited U.S. college or university, or a certified foreign studies equivalency, may substitute for up to one (1) year of the required experience.

Note: Qualifying experience will include CAO Staff Officer or Project Manager experience that involves leading projects.

Salary & Benefits

Salary

The anticipated hiring range is \$163,000 to \$170,000 annually. Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

Benefits

- Fifteen days of paid vacation, thirteen days of paid sick leave, ten days of executive time off, 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, visit the [San Diego County Employees Retirement Association \(SDCERA\)](#) website.
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000





Work Where You Play!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp Quarter.

Heading east you will eventually find mountains, that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.

San Diego County Facts:

- 3,359,630 (2023 Est. Population)
- 4,526 Square Miles
- 70 Miles of Coastline
- 18 Incorporated Cities



San Diego Weather Averages:

- Average Temperature: 72°f
- High Temperature: 73°f
- Low Temperature: 58°f
- Average Rainfall: 10.4 Inches



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 \(sandiegocounty.gov\)](https://www.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.



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 the Current Job Postings link, Job Number 24031510U.
2. Attach your résumé and cover letter including your experience with coordinating with Stakeholders, Municipalities and overseeing Watershed Protection Programs.
3. Attach a copy of college degree, final transcript, diploma, or foreign studies equivalency certificate.
4. Complete Supplemental Questionnaire with your application.

Key Dates

Resume Review: Week of December 18, 2024

Interviews: Week of January 6, 2025

Expected Start Date: Month of February, 2025

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 Jeremy Guerrero, Senior Human Resource Analyst, Department of Human Resources at jeremy.guerrero@sdcounty.ca.gov.

Questions regarding the position or department should be directed to Lydia Lopez, Group Human Resource Director for the Land Use and Environment Group at lydia.lopez@sdcounty.ca.gov.



COUNTY OF SAN DIEGO
ENVIRONMENTAL HEALTH & QUALITY