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EXECUTIVE SEARCH

**Deputy Director –
Long Range Planning**
COUNTY OF SANTA BARBARA, CALIFORNIA

THE POSITION

The County of Santa Barbara is seeking a talented planning professional to serve as their Deputy Director of Long-Range Planning. This position is a key member of the Department's management team and reports directly to the Assistant Director of Planning and Development. The position leads the Long Range Planning Division, which oversees a budget of approximately \$5 million, funded through the County's general fund and a number of grants, and leads a knowledgeable staff of 14. The Deputy Director of Long-Range Planning oversees the three supervising planners. Primary responsibilities of the Deputy Director include: managing long-range, regional planning initiatives including General Plan Element Updates; preparing updates to community plans developing the Division workplan, and overseeing the daily divisional workflow; supervising, inspiring, and mentoring staff; providing policy makers with objective and balanced information to make well informed decisions; reviewing projects for general plan consistency; reviewing annexation proposals; preparing zoning and other ordinance updates; monitoring state and federal legislation; and participating in regional planning activities. Current division efforts are focused on the update of the County's Housing and Safety



Elements and creating the County's initial Environmental Justice Element.

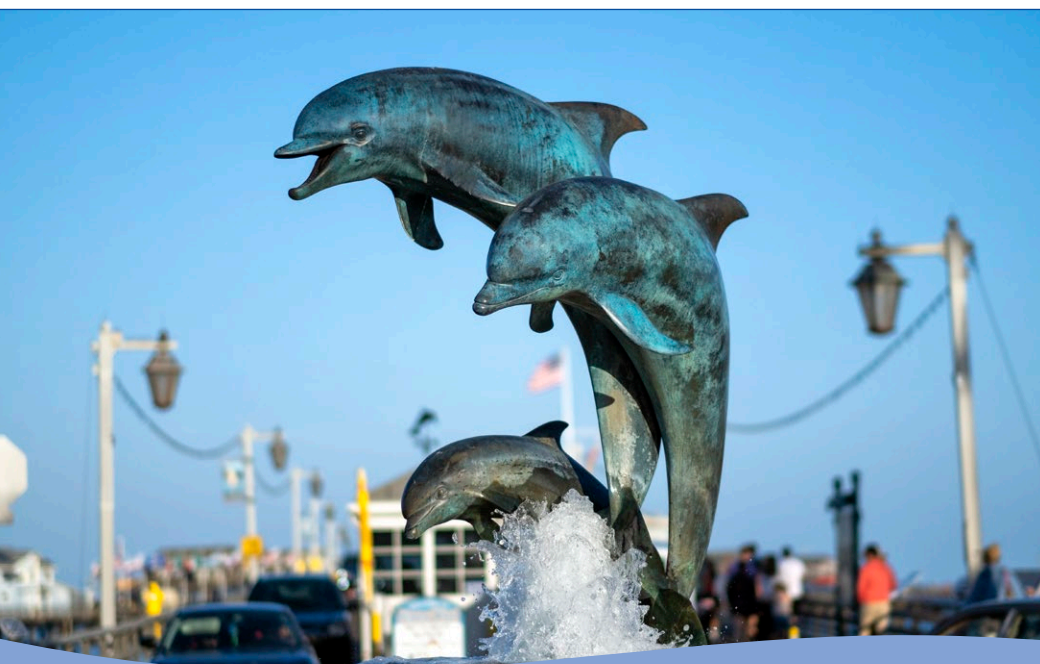
THE IDEAL CANDIDATE

The ideal candidate is an experienced planning professional who possesses outstanding leadership skills, long range planning expertise, and excellent communication skills with the ability to communicate effectively in writing and orally in one-on-one interactions with customers and in larger public settings through presentations. As a representative of the County and the

Department, the candidate must be able to build relationships with elected and appointed officials, and community stakeholders; be a collaborative team leader able to work across departmental divisions and County departments to facilitate developing, updating, and implementing the County's General Plan and related elements (Housing, Environmental Justice, and Safety Elements), Utility Scale Solar Ordinance, and Agricultural Enterprise Ordinance, among other projects and programs. Successful candidates will have the demonstrated ability to inspire employees to see beyond the daily tasks and how the work they do fits into the larger governmental delivery of public services and the community. The successful candidate will have a professional history that illustrates a participatory and collaborative management style consistent with a deep commitment to excellent public service. The County has a strong preference for professionals who have experience in California planning, including the California Coastal Act, and the state's environmental laws, including an understanding of CEQA. The ideal candidate must be politically astute, diplomatic, and possess the ability to resolve issues and reach consensus. As the Division leader, the Deputy must have an intense commitment to mentor and empower staff, and lead by example. The ideal candidate will possess a reputation for honesty, candour, and the highest level of ethics and integrity.

EXPERIENCE/EDUCATION REQUIREMENTS

Bachelor's degree in urban planning or related field (e.g. public administration, environmental studies/science, geography) and a minimum of two years in project management, policy development, and leading staff in an environment that places a premium on land use and or planning. OR, a combination of training, education, and experience that is equivalent to the qualifications for this position that provides



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the required knowledge and abilities. A Master's Degree is desirable.

This position classified as an Enterprise Leader and is exempt from Civil Service Rules and is classified as "at will".



THE COUNTY OF SANTA BARBARA/ THE DEPARTMENT

The County of Santa Barbara has of approximately 4,700 employees. Core values within the County include accountability, customer focus, equity and inclusion, innovation, and trust and ethics. The County's administration works to meet these values through collaborative work and strategic planning. The Planning and Development Department within the County functions to promote reasonable, productive, safe, and sustainable use of land to foster economic, social, cultural, and environmental vitality across the County. The Department has five budget program divisions: Administration & Support, Building & Safety, Development Review, Energy, Minerals & Compliance, and Long-Range Planning, with a total department budget of approximately \$29 million.

The Long-Range Planning Division is a highly driven and innovative environment that sets and achieves high expectations and plays an important role

in fulfilling the Department's mission to "plan, support, and promote safe and sustainable land uses and development that foster social, cultural, economic and environmental resilience and diversity by providing quality policy development, permitting, and inspections services for Santa Barbara County". The Deputy Director of Long-Range Planning interacts regularly with the Board and Planning Commission, assisting the County with its efforts to provide exceptional services so all can live a safe, healthy, and prosperous life. For more information, please visit the Planning and Development website at: www.sbcountyplanning.org.

COUNTY AND COMMUNITY

Located along 122 miles of California's central coast, the County of Santa Barbara is a highly sought-after destination for residents and visitors alike. The County is a mix of urban, suburban and rural landscapes with a strong economic base in agriculture, tourism, wine, healthcare, technology and more. Santa Barbara County is home to the City of Santa Barbara and the City of Santa Maria, both known for their stunning vistas, Mediterranean-inspired buildings, and temperate climates. Locals enjoy the many wineries and restaurants in the area, along with charming downtown areas that are begging you to explore them. The County has many attractions, such as the Santa Barbara Zoo, the Santa Barbara Museum of Art, and Stearns Wharf. When you're not hiking the expansive trails of the Los Padres National Forest, you can spend the day soaking in the sun at one of the many coastal beaches. Beyond its stunning landscape, the County of Santa Barbara

also features an eclectic culture you can explore at the Guadalupe Cultural Arts & Education Center, La Purisima Mission Historic State Park, and many other cultural sites. The County of Santa Barbara is home to 20 school districts, the excellent University of California at Santa Barbara and Santa Barbara City College, and numerous other renowned institutions of higher learning. The County of Santa Barbara is one of the most desirable places in the world to live and work.

COMPENSATION

The County is prepared to offer a competitive salary in the range is \$120,445 to \$148,463 depending on experience, and qualifications. The salary shown reflects the expected range for hire, however the top of the range is \$176,486 for future advancement. The County also recognizes that a flexible work environment keeps the organization and its employees resilient and operational in a changing world; as such, the County has embraced teleworking



SEARCH SCHEDULE

Filing Deadline:..... March 31, 2023
Preliminary Interviews:April 3 - 14, 2023
Recommendation of Candidates: April 20, 2023
Interview Process: April 27, 2023 (Virtual)
May 4, 2023 (In-person)

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

in which employees are permitted the flexibility of working at an alternative work site for all or some portion of a work week, or in many cases intermittently. The County's commitment to workplace flexibility is conveyed through diverse organizational approaches, including the option for remote work. **County of Santa Barbara's Commitment to Workplace Flexibility and the options for Hybrid Remote Work.**

In addition, the County offers an excellent benefit package as listed below.

RETIREMENT: Defined Benefit Plan

DEFERRED COMPENSATION

PLAN: The County contributes 0.24% of base salary to a 401(a) plan and offers a Voluntary 457 Deferred Compensation Plan.

MEDICAL INSURANCE: County pays 100% of the least expensive EPO employee-only premiums. Any amount paid by the employee for health insurance premiums is paid on a pretax basis.

DENTAL INSURANCE: County pays \$13.03 twice monthly.

LEAVE BENEFITS: Sick Leave – 12 days per year; Vacation – starting at 96hours per year, increasing with years of service; Holidays – 12 days per year; Alternate Transportation Benefits (TDM) .62 vacation hours biweekly (applicable for employees who work in-office at least three days per week).

OTHER INSURANCE BENEFITS:

County pays 100% of long-term disability insurance and \$20,000 Term Life.

RELOCATION INCENTIVE BENEFIT: A relocation incentive benefit up to \$20,000 may be approved by the County Executive Officer. If relocation is necessary, the successful candidate will also find that there is a broad range of urban, rural, large and small city housing options and opportunities available throughout the Tri-County region of Santa Barbara, San Luis Obispo and Ventura.



Reasonable Accommodation

The County of Santa Barbara is committed to providing reasonable accommodation to applicants. Qualified individuals with disabilities who need reasonable accommodation during the application or selection process should contact the recruiter listed on the job posting. We require verification of needed accommodation from a professional source, such a Medical Provider or a learning institution.



The County's commitment to the future is articulated and implemented through the values, goals, and work plans embodied in its Renew strategic plan.

<https://www.countyofsb.org/1463/Renew-Organizational-Transformation>

THE RECRUITMENT PROCESS

This is a great time to be with the County of Santa Barbara and serve as Deputy Director – Long-Range Planning. To apply for this transformational position and exciting career opportunity, please visit:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Tara Schultz at 626.644.1398 or toll-free at 866.912.1919, if you have any questions regarding this position or the recruitment process.

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