

Employment Opportunity



Assistant Agricultural Commissioner/Sealer

Agricultural/Weights and Measures Department
County of Santa Barbara, CA

Salary: \$93,356 - \$141,131 DOE/DOQ Annually

*This hiring salary range reflects the range at which we will be offering the position;
salary band tops at \$154,156 annually; salary movement is based on time and performance*



The Opportunity

Santa Barbara County Agricultural Commissioner and Sealer of Weights and Measures (Commissioner) is seeking an Assistant Agricultural Commissioner (Assistant) who is a professional, committed to promoting and protecting the agricultural industry, the environment, businesses, and the public. This is a great opportunity to work for a highly functioning department with a fantastic support system and dedicated staff. We enjoy our collaborative and engaging team environment and we look forward to the right candidate to join our leadership team.



The Job and Department

The Assistant reports directly to the Commissioner and leads the department in their absence. This position is responsible for internal operations, policies, goals and outcomes, and oversight of key financial staff, budgets and financial reporting. The Assistant assists the Commissioner with the activities of the office to enforce the provisions of the California Food and Agricultural Code, Code of Regulations, Business and Professional Code, Program and County Ordinances. This is an at-will position that oversees five direct reports including an IT professional, three Deputies and a Senior Administrative Office Professional who lead a talented team of 27 employees. This position is given a lot of autonomy and trust, and the incumbent should value this independent leadership role and represent the department as a respected and valued leader in our community and at the state level.

The culture of the organization is to value and treat others with respect and dignity, in the workplace and in the field. We are fair and have developed a positive reputation with our community, growers and stakeholders. We are also focused on customer service and provide assistance and guidance to help others obtain or maintain compliance. We are looking for a candidate with a leadership style that is collaborative and encouraging of staff participation and input. Our department works cooperatively with the California Department of Food and Agriculture (CDFA), California Department of Pesticide Regulation (CDPR) and the United States Department of Agriculture (USDA) to provide protections for consumers, the environment, the agricultural industry and the marketplace. Our team provides the first line of defense against the introduction of injurious plant and animal pests, and protects the consumer through our dedicated efforts of enforcement of agricultural weights and measures laws and regulations. The Assistant must have an understanding of the delicate balance between encouraging commerce and enforcing regulations in addition to managing the new challenges that the future holds for our food and agricultural industry.

Employment Standards

Education: Graduation from an accredited four year college or university with a major in agriculture, biological science, or a closely related field.

Experience: Knowledge and understanding of all laws, regulations, ordinances and compliance requirements required to effectively oversee the total operations of a California Agricultural Commissioner and Sealer of Weights and Measures Department; two years of supervisory experience at a level equivalent to Deputy Agricultural Commissioner or Deputy Sealer of Weights and Measures in another California County with an understanding of principles and practices of supervision and personnel management; principles and practices of administration, management and budget preparation and implementation.

Licenses: Possession of a valid registered license for County Agricultural Commissioner and/or Sealer of Weights & Measures issued by the State of California. Incumbents shall be required to obtain both the Agricultural Commissioner and Sealer of Weights & Measures registered licenses issued by the State of California within 18 months of employment.



The Ideal Candidate

In addition to the employment standards, the ideal candidate will uphold the values of Accountability, Customer-focus and Efficiency (ACE Values). You will also:

Characteristics

- Provide effective and ethical leadership.
- Be committed to public service, and successfully building relationships with and promoting involvement of diverse stakeholder and customer groups.
- Use intensity to go after the goal with passion and results orientation and committed to getting the job done.
- Be an influential leader affecting successful outcomes for the organization through the use of masterful leadership, collaboration and strategic orientation and awareness.
- Take ownership of work done and results accomplished and use craftsmanship to seek out opportunities, develop new and creative solutions.
- Take direct action, lead by example, and exhibit resiliency, flexibility, agility and confidence.

Leadership

- Lead multi-disciplinary teams and senior leadership in the department.
- Model behaviors that exemplifies respect, trust, fairness and quality customer service.
- Creatively and strategically plan, develop and implement programs.
- Be accountable for strategy and goal formation consistent with the organizations mission and business objectives.
- Identify employee strengths and opportunities to grow and develop staff.
- Set and monitor performance objectives and holding others accountable.
- Work with labor organizations and other County Agencies effectively.
- Direct personnel actions of the department related to recruitment, selection, employee relation, staff development and performance measures.

Operations and Communications

- Prioritize and allocate department resources, oversee a \$4.7M budget, guide budget development and balance fiscal priorities among divisions, projects and programs.
- Establish department performance measures and assume accountability for achieving department goals.
- Use effective project management skills to identify the Commissioner's and organizational needs.
- Engage, communicate and collaborate effectively at multiple levels in the organization.
- Deliver excellence in customer service and always consider the needs of diverse clients.
- Analyze issues and data effectively.
- Demonstrate political awareness.
- Represent the County at Agricultural Commissioner meetings, special assignments and civic affairs, make public presentations and interpret and communicate department programs.

The Benefits

The benefits package is summarized below. For more details go to: <http://www.countyofsb.org/hr/CompSumm.aspx?id=11046>, or [CLICK HERE](#)

- Benefits Cash Allowance – approximately \$6,149 annually.
- Vacation – 12 days of vacation per year with increases up to 25 days depending upon length of public employment and vacation conversion options.
- Holidays – 11 days per year.
- Sick Leave – 12 days per year.
- Health Plan – Choice of dental and medical plans and County contributes approximately \$6,636 annually toward the employee's premium.
- Retirement –The County offers a Defined Benefit Plan and a voluntary 457 Deferred Compensation Plan.
- Other Benefits – Flexible Spending Plan, Disability Insurance, Life Insurance and Alternative Transportation Benefits.
- Administrative Leave: 80 hours maximum/yr.
- Auto Allowance: approximately \$2,340 annually.

How to Apply

This recruitment will remain open until the needs of the organization are met, however **serious candidates should apply ASAP**. Applications and resumes will be reviewed and phone screens and interviews scheduled for those who best match the County's needs. This is a short form application and should only take approximately 15 minutes to complete.

- Apply at www.sbcountyjobs.com, and attach your cover letter and resume

If you have any questions please contact your recruiter, Wendi Brown, at:

- 541-858-0376 direct | 866-929-WBCP toll free
- wendi@wbrowncreative.com

