

PLANNING and DEVELOPMENT DIRECTOR for County of Santa Barbara



Build Futures Together



PLANNING and DEVELOPMENT DIRECTOR

Santa Barbara County – where energy, coastal, agricultural, historic, open space, and urban planning are united in a unique planning environment. Sound interesting? Then we have the job for you!

The County

The County of Santa Barbara occupies 2,774 square miles of land, one third of which is the Los Padres National Forest. The County houses approximately 415,000 residents. That population is split between eight cities (280,000) and several unincorporated areas (135,000). The county has four major urban areas - Santa Barbara Coast, Santa Ynez Valley, Santa Maria Valley, and Lompoc Valley. We have a strong economic base in technology, and agriculture, including an expanding vineyard industry that produces some of the world's finest wines.



THE JOB

Santa Barbara County is seeking a business professional that possesses a complement of skills including leadership, planning expertise, management, drive, and customer-focus. The ideal candidate will successfully execute a vision to build a department culture that is trusted by the community, strategically manage the unique planning conditions in Santa Barbara's diverse communities, and make planning decisions that are fair, educated, and well informed.

As Planning and Development Director you will work with community members, various commissions, boards, special interest groups, associations, and multiple community plans. You will manage and lead six divisions: Long Range and Strategic Planning, Development Review, Building and Safety, Energy, Administration, and Agricultural Planning.

A five-member Board of Supervisors governs the County. The County Executive Officer is responsible to the Board of Supervisors for all Planning activities. This position reports directly to the County Executive Officer, oversees an expense and revenue budget of \$13.5 million, and leads a team of division management staff responsible for 120 employees in both north and south county offices.

Compensation: The salary range is \$116,480-\$193,440 DOQ.

The Ideal Candidate has a bachelor's degree in planning, public administration, or related field; a master's degree is highly desirable. You also have extensive leadership experience in an environment that places a premium on land use and/or planning. You are a successful leader who:

- Operates within a strong **ethical** framework and strives to uphold the public trust while improving accountability, customer service, and efficiency
- Has strong ethical **commitment**, great judgment, and sound decision making skills
- Doesn't shy away from challenge, performs well under pressure, and is a strong orator
- Is outstanding at providing customer service to a diverse clientele with varied agendas and often competing needs, a brilliant communicator, and an adept mediator
- Demonstrates experience addressing complex issues in public settings and governmental hearings, is masterful in **influencing** others to affect exceptional organizational outcomes, and can develop process efficiencies that result in enhanced customer service
- Is a seasoned professional with the ability to develop creative vision for the future using education and experience in land use, zoning ordinances, land use polices and laws (e.g., CEQA, NEPA), while working with community groups, governmental agencies, and special interest groups
- Has a proven professional track record for using **interpersonal** strengths and versatile communication styles to build rapport and influence strategic change
- Demonstrates **resiliency**, leading with confidence and assurance, finding opportunity in difficult situations, and taking direct action
- Is **intense** and passionate about achieving business results
- Is a true **craftsman** who creates and executes a vision aligned with organizational goals, takes pride in ownership, and seeks out opportunities to develop solutions to land use and organizational challenges
- Demonstrate a proactive, customer-focused attitude
- Formulate individual and division work plans to promote staff development and team work
- Maintain consistency with adopted policies and cultivate trust relationships
- Anticipate challenges and identify strategic solutions to keep customers well informed
- Promote interdepartmental teamwork and collaboration
- Establish a "big picture" approach to issues and project resolution
- Manage department budget and address significant budget challenges

You Will:

- Integrate a full range of planning activities, developing consistency among divisions

BENEFITS:

- **Benefits Cash Allowance** - \$6,485 per year (received as cash or applied to enhance benefits)
- **Auto Allowance** - \$5,486 per year
- **Vacation** – Ten days vacation per year with increases up to 25 days depending upon length of public employment and vacation conversion options
- **Holidays** – Eleven days per year
- **Sick Leave** – Twelve days sick leave per year with 80 hours advanced upon hire
- **Health Plan** – Choice of dental and medical plans. County contributes toward the employee's premium
- **Retirement** – 2% at age 57 defined benefit retirement plan. Retirement based on highest single year. County pays \$2080 per year toward employee's contribution
- **Other Benefits** – Flexible Spending Plan, Disability Insurance, Life Insurance, Administrative Leave, and Alternative Transportation Benefits
- **Relocation Expenses** - The County may provide reimbursement for reasonable expenses up to \$20,000 (governed by Board policy); and advance additional vacation and sick leave balances
- **For more Benefits details, visit:**
<http://www.sbcountyhr.org/relations/compensation/apptdepthhead.html>

RECRUITMENT SPECIFICS:

- This recruitment closes **March 2, 2009**
- Resumes will be reviewed and interviews will be scheduled for those who best match the County's needs

HOW TO APPLY:

- E-mail your resume and cover (optional) to wendi@wbrowncreative.com, or
- Fax to 866-224-1423
- **NOTE:** We are not accepting online applications through the County application system. Please contact your recruiter, Wendi Brown, at **541-858-0376**, if you have any questions regarding the recruitment process.



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- [SEIU, Local 620](#)
- [SEIU, Local 721](#)
- [Engineers & Technicians Association](#)
- [Deputy District Attorneys Association](#)
- [Union of American Physicians & Dentists](#)
- [Probation Peace Officers Association](#)
- [Fire Fighters, Local 2046](#)
- [Deputy Sheriffs Association](#)
- [Sheriff's Managers Association](#)
- [Confidential Employees Management & Unrepresented Attorneys](#)
- [Assistant Department Heads](#)
- [Appointed Department Heads](#)
- [Elected Department Heads](#)
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- [Board of Supervisors Salary Ordinance](#)

APPOINTED DEPARTMENT HEADS

Bargaining Unit 41

Resolution #07-197 Dated 6/26/2007

INSURANCE BENEFITS

BENEFIT ALLOWANCE	\$249.44 biweekly
HEALTH INSURANCE COUNTY CONTRIBUTION MAXIMUM	Medical/Vision - \$153.43 biweekly Dental - \$12.02 biweekly
FLEXIBLE SPENDING PLAN	Options include: Health Insurance Pretax Premiums, Medical/Dependent Care Spending, Life/Accident Insurance for employee and family
DISABILITY INSURANCE	County paid Long Term Disability Insurance
LIFE INSURANCE	\$50,000 Term Life

RETIREMENT BENEFITS

RETIREMENT PLAN	<p>General: 2% at age 57, 1 year final average salary</p> <p>Safety: Sheriff's Dept: 3% at age 50 * Hire Date before 10/10/94, 1 year final average salary * Hire Date on or after 10/10/94, 3 year final average salary</p> <p>Safety: Fire: 3% at age 55 * Hire Date before 10/10/94, 1 year final average salary * Hire Date on or after 10/10/94, 3 year final average salary</p> <p>Safety: Probation: 3% at age 55 1 year final average salary</p>
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RETIREMENT OFFSET	General: County pays \$80 of employee's biweekly contribution Safety: County pays \$60 of employee's biweekly contribution (individual exceptions) County Executive Officer, Fire Chief, Public Defender \$172.30 biweekly
457 DEFERRED COMPENSATION PLAN	Voluntary Benefit
LEAVE BENEFITS	
SICK LEAVE	12 days/yr
VACATION	0-2 years - 12 days per year 2-4 years - 16 days per year 4-10 years - 19 days per year 10-14 years - 22 days per year 14+ years - 25 days per year
VACATION CONVERSION	Up to 80 hours/yr, no service requirement
HOLIDAYS	11 days/yr
ALTERNATIVE TRANSPORTATION BENEFIT (TDM)	.62 vacation hours biweekly
OTHER COMPENSATION	
AUTO ALLOWANCE	\$211 biweekly \$338 biweekly County Executive Officer

This summary is for convenience only; please refer to [Resolution 05-183](#) for detail of terms and conditions.

Amounts are generally prorated for part-time employment.