

# CHIEF SUSTAINABILITY OFFICER



## OFFICE OF SUSTAINABILITY AND ENVIRONMENTAL JUSTICE

Anticipated Hiring Range: \$170,000 - \$190,000

Annually

Excellent Benefits Package



# Chief Sustainability Officer



Do people refer to you as a natural leader and strategic thinker? Does the organic beauty of this planet compel you to act to preserve it while working to create equity by addressing environmental injustices? We are seeking a Chief Sustainability Officer (CSO) to lead the County of San Diego's new Office of Sustainability and Environmental Justice (OSEJ) -- someone who can coalesce the energy and passion around them to collaboratively achieve tangible outcomes for the environment and improve quality of life for future generations.

As the County's focal point for sustainability, OSEJ will be actively involved in the community, listening to varied viewpoints, incorporating new ideas, addressing needs, and collaboratively identifying ways to remedy environmental injustices.

The County's CSO will implement the County's vision to set the standard for evidence-based regional sustainability efforts, and further develop the County's role as a leading entity committed to long-term, meaningful sustainability.

The CSO will help achieve the County's sustainability goals and ensure all communities benefit from measurable climate actions and the efficient use and effective protection of our natural resources as well as the just and equitable provision of public services.



# What are we looking for in a leader...



The County of San Diego is seeking a proven executive leader who has the desire and drive to position the County, as one of the largest employers in the region, to be a known leader in sustainability by developing and managing innovative, data-driven programs that serve as a model for other areas. We are looking for a motivated Chief Sustainability Officer to be part of the first county-led regional decarbonization plan and at the forefront of innovative sustainability and environmental justice efforts. This leader will be able to align all County sustainability work and staffing throughout the enterprise to achieve County goals that improve the lives of residents and visitors, driving sustainability in our region and in our operations. They will have the ability to explain complex policy and data to the public in simple terms, as well as proven experience in engaging, embracing, and celebrating the cultures, diversity, and values of the community, with knowledge of practices that support diversity, inclusion, and cultural competency. We are looking for a candidate with demonstrated experience in the following areas:

## **Leadership and Collaboration**

Demonstrated leadership experience to represent the Office of Sustainability and Environmental Justice (OSEJ) at the local, state and national levels by collaborating with representatives from various agencies, as well as internally with County executive leaders and staff, while demonstrating organizational acumen and political awareness to:

- Build, lead, and motivate highly-performing teams to be accountable; support multiple, concurrent and complex projects, and reach challenging goals
- Support the County's strategic initiatives by working in partnership with County executive leaders to consider sustainability in all decisions and processes, including supporting the implementation departmental sustainability plans
- Monitor and evaluate progress to achieving sustainability goals in partnership with County executive leadership and recommend changes in approach to succeed

## **Sustainability and Environmental Justice-Based programs**

A commitment to environmental justice to address systemic disparities in environmental burdens, including air pollution and associated adverse health effects in communities to:

- Identify federal and state grant opportunities to support the expansion of environmental and climate justice-based programs and activities
- Collaborate internally with other County departments, multijurisdictional partners, and regional regulatory agencies in the administration, development and implementation, and evaluation of policies and programs pertaining to environmental and climate justice

## **Community Engagement**

Demonstrated experience in engaging with residents and community organizations to ensure efforts are advanced to address equity in environmental and climate justice to:

- Create and administer outreach and engagement strategies for ongoing meaningful and dynamic community engagement
- Communicate and interact with representatives of other public and private entities; representatives of agencies, business groups, community groups; and/or environmental groups; elected officials; County executive leadership and departmental staff; and a myriad of stakeholders regarding County and departmental policies and requirements

# Office of Sustainability and Environmental Justice (OSEJ)



The newly established Office of Sustainability and Environmental Justice is organized within the Land Use and Environment Group and will serve as a central point of coordination for driving forward external and internal sustainability efforts. OSEJ will lead regional sustainability initiatives including bringing government, labor, business and community representatives together to achieve zero-carbon emissions by mid-century through implementation of the County's Regional Decarbonization Framework and protecting our region's open space, habitat, farmland, wildlife and water.

Recognizing that not all communities experience climate change equally, OSEJ will work to discover and resolve neighborhood-based inequities such as open space, tree canopy or access to local, fresh produce. This office will work with stakeholders as well as local, state, and federal agencies to support EJ solutions throughout the region by collaborating with multijurisdictional partners and regulatory agencies.

OSEJ will be responsible for identifying federal and state grants or funding opportunities to support the expansion of EJ programs in the region, including climate investments and new opportunities for workforce and small-business development in a green economy, providing input into the budgetary and policy-making process of County programs and services in collaboration with the Office of Equity and Racial Justice.

OSEJ will also work to improve food security in the region through the County's Food System Initiative in collaboration with internal and external partners. The Office will strengthen the County's relationship with the area's 18 Native American Tribal Governments to better reflect the voice and values of the county's Native Americans.

Internally, OSEJ will support the County enterprise as it leads by example to further commit and contribute to achieving sustainability goals set forth for the region. OSEJ will support County departments in the implementation of departmental sustainability plans, to bring greater alignment across internal operations.

OSEJ will work closely with County executive leadership and departmental teams to ensure sustainability is reflected within departmental decisions through the consideration of social, health, environmental, and economic factors. The Office will work in partnership with other County leaders to monitor and evaluate progress toward achieving sustainability goals and provide data-informed recommendations for changes in approach to help the organization succeed.



# Office of Sustainability and Environmental Justice (OSEJ)

## 7 Supporting Seven Key Goals

Engage the community

Provide just and equitable access

Transition to a green, carbon free economy

Protect the health and wellbeing of everyone in the region

Protect water in all forms

Protect ecosystems, habitats and biodiversity

Reduce pollution and waste

OSEJ will achieve measurable outcomes towards the County's seven sustainability goals in collaboration with internal team members and external stakeholders:

1. **Engage the community** in meaningful ways and continually seek stakeholder input to foster inclusive and sustainable communities.
2. **Provide just and equitable access** to County services, policy decision-making, and resource allocation in support of sustainable communities.
3. **Transition to a green, carbon free economy**, reduce greenhouse gas emissions, support green job creation and workforce development, and prepare for impacts of a changing climate.
4. **Protect the health and wellbeing of everyone in the region**, with a focus on collaborating with community partners and advocating for environmental justice for communities that have been disproportionately impacted.
5. **Protect water** in all forms.
6. Develop land management policies and practices that **protect ecosystems, habitats, biodiversity**, and soil health throughout the County while providing opportunities for all residents to access and enjoy the outdoors.
7. **Reduce pollution and waste** and demonstrate reduction in consumption of resources.

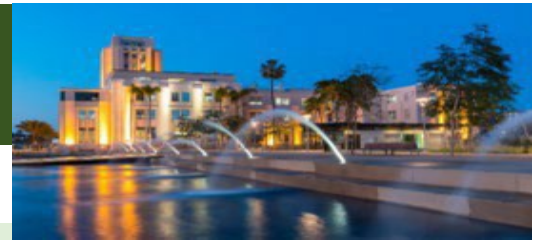
# Minimum Qualifications

## Applicants must possess the following:

A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency AND five (5) years of management level experience that demonstrates the ability to perform the essential functions of the classification.

Oral and written Spanish/English bilingual fluency is highly desirable.

## SALARY & BENEFITS



### COMPENSATION

**\$170,000 to \$190,000 Annually.** Placement within this range 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, and fourteen paid holidays
- Ten days of paid Executive Time Off per calendar year
- An electric or hybrid vehicle will be provided with this position to conduct County business
- 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
- Deferred Compensation Program 457 and 401(a) plans
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- May be eligible for relocation allowance up to \$20,000

# How to Apply

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Complete the online application at [www.sandiegocounty.ca.gov/hr](http://www.sandiegocounty.ca.gov/hr); select the current job posting link, job number 22210707U.
2. Attach a copy of your college degree, final transcript, or foreign studies equivalence certificate (if education was obtained outside of the U.S.)

\*Beginning July 1, 2022, the Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide 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 will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

\* Please make sure to update the Work History in your application profile to match your resume. Hiring managers will only receive the redacted application (without resumes) to make a determination of which candidates they will interview. Resumes will be sent to hiring managers at the time interviews are scheduled.

***Interested applicants are encouraged to apply as soon as possible.***

## SPECIAL 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 accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.

## CONTACT INFORMATION

You may direct any questions regarding the application & selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources at [Bryan.Faircloth@sdcounty.ca.gov](mailto:Bryan.Faircloth@sdcounty.ca.gov). Questions regarding the position or department should be directed to Lydia Lopez, Group Human Resources Director for the Land Use and Environment Group via email at [Lydia.Lopez@sdcounty.ca.gov](mailto:Lydia.Lopez@sdcounty.ca.gov).



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.



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 \(sandiegocounty.gov\) as well as our commitment to serve everyone, to build a Framework for the Future that will create a County that works for all.](#)