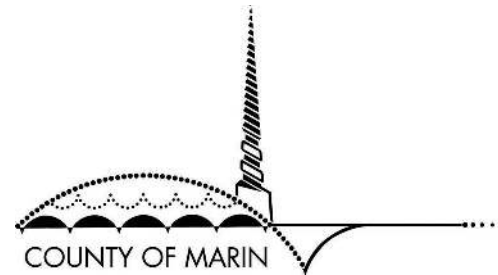


Compensation and Benefits

The annual salary range for this position is between \$152,402 - \$167,690 annually, depending on qualifications. The County offers a competitive benefits package that includes:

- ◆ **Retirement (37 County Act):** 2% at 62 for new employees and reciprocity with CalPERS. The County does not participate in Social Security except for the mandatory Medicare contribution.
- ◆ **Insurance:** Cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.
- ◆ **Leave Allowances:** Generous vacation, personal, management, and sick leave benefits plus 11 paid holidays annually.
- ◆ **Deferred Compensation:** Tax deferred 457K plan which employees may contribute to enhance their retirement.



Marin County is an Equal Opportunity Employer and values diversity at all levels of the organization.

The Process

To pursue this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

Paul Kimura or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this recruitment is July 5, 2018.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Bill Lopez at 408.888.4099 or by email: williaml@averyassoc.net.



County of Marin

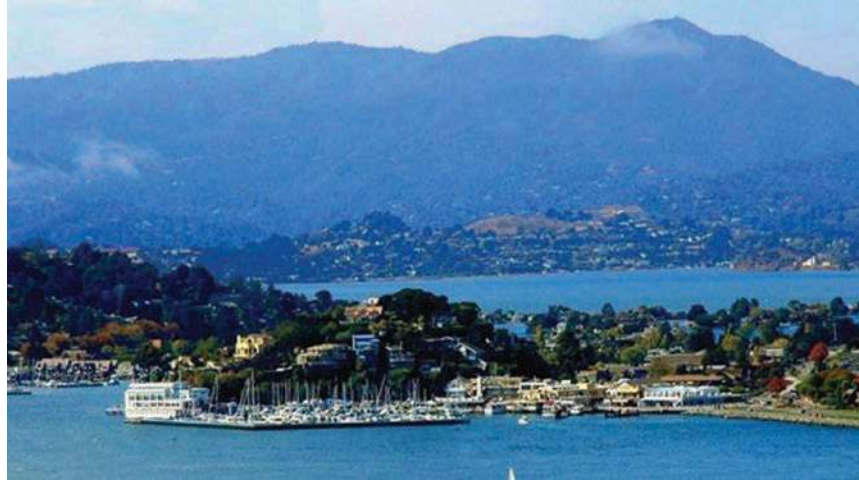


*invites your interest
for the position of*

Assistant Director of Public Works

The Community

Marin County, California, is a special place and home to a community of 250,000 engaged and culturally diverse residents. Marin is located in the North Bay across the Golden Gate Bridge from San Francisco and next-door to the vineyards of Napa and Sonoma Counties. Marin is a desirable place to live and is known for its combination of rural and suburban lifestyles, excellent schools, entertainment and recreational activities, and mild, year-round climate. Marin is the home of artists, is the birthplace of mountain biking and Obi Wan Kenobi, and includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito, and Tiburon. Marin is abundant with natural habitat, and an array of outdoor recreational activities. Over 48% of Marin County lands are protected open space, watershed or park lands.



The County and Department

Marin County is a General Law County. The County is governed by five (5) members of the Board of Supervisors, each of whom represents one of the five voting districts in the County. The County employs approximately 2,283 employees in its 22 agencies and has an operating budget of \$554 million (FY 17/18). The County is committed to being a well-managed organization that relies on the talents of its workforce to succeed. This diverse organization strives to uphold a set of core values: respect, integrity, diversity, excellence, innovation, and collaboration. The County adopted a 5 Year Business plan in 2015, and is committed to its focus areas: 1) Diversity and Inclusion; 2) Innovation and Change; 3) Communication; and 4) Growth and Development.

The Public Works Department is collegial, respectful and inclusive. We provide a safe environment and an enhanced quality of life to the people of Marin County. We maintain and improve the public infrastructure and provide timely and cost effective support to other County departments. The Department has over 240 employees across 19 divisions, which include: administration, accounting, Marin County Airport, building maintenance, capital projects, communications, garage, Certified Unified Program Agency (CUPA), disability access, engineering, flood control, land use, Marin Emergency Radio Authority, print shop, purchasing, real estate, roads, survey, traffic operations, transportation, and waste management.

The Position and Ideal Candidate

The County of Marin seeks an Assistant Director of Public Works who is an engaging leader who combines a strategic, big picture perspective with strong management, results oriented, interpersonal, communication, and administrative skills. The Assistant Director is expected to oversee the following core services/divisions: Airport, Building Maintenance, Capital Projects, Disability Access, and Land Development. This position reports directly to the Director of Public Works, oversees approximately 5 direct and 75 indirect staff, and an \$8 million operational budget and a \$40 million



capital budget. This position is part of the Department's executive team and will promote a culture that inspires creative thinking, engagement, trust, empowerment, collaboration, and supports work-life balance. Division assignments are subject to change from time to time by the Director, to better align with Assistant/Deputy Director skills, or to provide career growth opportunities.

The Assistant Director will be tasked with a wide range of responsibilities needing project management, legal, regulatory, environmental, land development and building systems knowledge, as well as strong presentation and collaboration skills. Recent refinancing created \$31.5 million of capital funding for projects currently in various stages of development or construction. An additional \$20 million in financing is expected for a new round of renovation, repairs and construction improvements to County building facilities, with a seismic upgrade of the County's cultural center and fire facility renovations identified as key priorities.

Many capital related improvements relate to the County's American with Disabilities Act (ADA) Transition Plan and making architectural features accessible, with a \$1 million per year allotted to these capital improvements. The Assistant Director will work closely with the ADA Coordinator and program manager to respond to complaints and prioritize work. In addition, the ADA program has shifted to addressing programmatic access in making services and programs accessible, including Section 508 and Information and Communications Technologies.

New storm water and trash capture regulations have affected the depth and extent of plan checking and inspection in the Land Development division. Although there are few new large developments in the County, knowledge of environmental review (CEQA), permit streamlining, traffic engineering and providing community outreach and transparency have grown in importance. The normal workload in Land Development includes processing over 700 encroachment permits (for site work) and dozens of creek and grading permits.

The ideal candidate will have experience managing public works projects, strong fiscal and business acumen, leadership and project management expertise, and embrace a strong customer service culture. The Assistant Director will be a strong communicator and relationship builder capable of working within the department and County government to deliver on the County's priorities. The individual will also be a strong mentor capable of developing and retaining



the talented staff within the department. This position also requires a big picture thinker who is passionate about the mission of the department and about delivering projects of lasting quality to the community for generations to come.

The ideal candidate must be a licensed California Professional Civil Engineer and have a Bachelor's degree in engineering, public administration, business administration, or a related field. Additionally, they must have extensive experience overseeing comprehensive and broad-based engineering or public works projects and budgets in a city or county organization.

