



San Bernardino County is seeking an outstanding leader as our next

Agricultural Commissioner/Sealer

San Bernardino County seeks an expert in the fields of Agriculture / Weights & Measures.

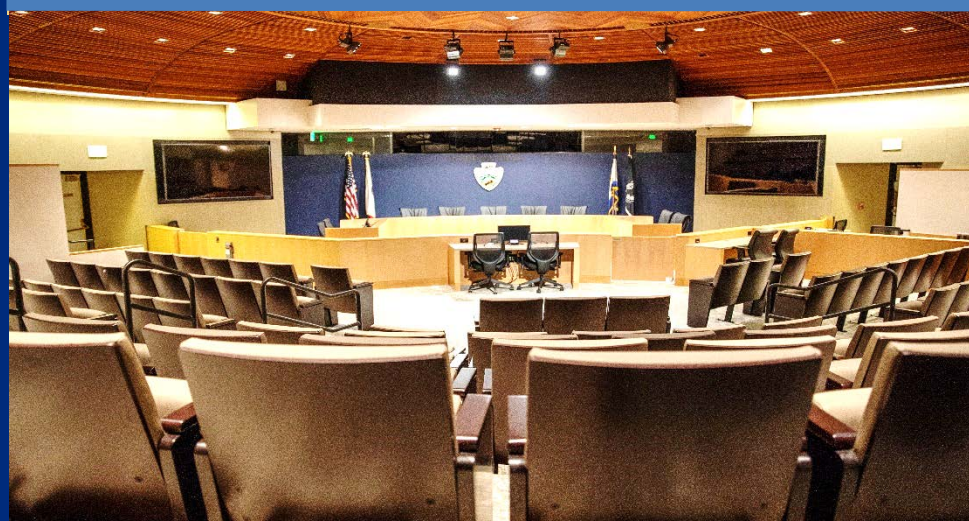


Agricultural Canine Detector



Annual Base Salary
\$128,960 - \$174,200

Total Salary & Benefit Package
Up to \$252,795



THE OPPORTUNITY

[CLICK HERE FOR
JOB DESCRIPTION](#)



Through planning, organizing, and directing the programs and activities of the County Department of Agriculture / Weights & Measures, the Agricultural Commissioner/Sealer is responsible for directing the provisions of the California Agricultural Code, the State Business and Professions Code, the California Code of Regulations, and other pertinent County, State, and Federal laws, regulations, and codes for the protection of agriculture and the consumer.

ABOUT THE DEPARTMENT

The Department of Agriculture / Weights & Measures is committed and responsible for the enforcement of laws and regulations designed to support and protect the well-being of agriculture, the environment, businesses, and the community. The Department currently has an operating budget of over \$6.4 million and is supported by a staff of 70 full-time employees. The San Bernardino County Department of Agriculture / Weights & Measures includes three divisions: Pest Prevention, Exclusion, and Detection; Environmental Protection, which includes Pesticide Use Enforcement (PUE) and Invasive Weed Eradication; and Consumer Protection, including Weights & Measures and Standardization of Fruits and Vegetables.

KEY RESPONSIBILITIES

- Demonstrate leadership through workforce management, team building, and empowering employees to strive for excellence.
- Foster an organizational culture through a collection of values, expectations, and practices that guide and inform the actions of all employees.
- Plans, organizes, and directs the functions of the Department of Agriculture/Weights & Measures which includes the application of policies and procedures in compliance with state and federal laws and regulations.
- Develops and directs the implementation of goals, objectives, work standards, and departmental policies and procedures.
- Establishes and implements programs for the inspection, standardization, and quarantine of agricultural products, including control and abatement of pests; usage and control of pesticides for environmental protection; inspection and quality control services of food and crop products.
- Establishes and implements programs for the inspection, testing, and validating commercial weighing and measuring devices within the county, including investigation of complaints and the enforcement of the quantity control program.
- Full management responsibility for all department services and activities, including department budget, contracts, personnel actions, state reporting.

“We’re looking for that person who wants to lead people into the future and make our County that place that our vision says we want to be – a great place for people to live, work, play, and stay here.”

Diana Alexander
Assistant Executive Officer



(CLICK HERE)
THE IDEAL CANDIDATE

DESIRED SKILLS & COMPETENCIES



LEADERSHIP

A firm but approachable leader who develops and cultivates leadership in others.
Develops and promotes succession planning.
Applies effective performance management skills.
Demonstrates unquestionable integrity and high ethical standards.



RELATIONSHIP BUILDING

Demonstrates professional acumen and effectiveness.
Nurtures productive relationships with key stakeholders.
Connected, trustworthy, and empowering.



KNOWLEDGE

Expert knowledge of California Agricultural Code, the State Business and Professions Code, the California Code of Regulations, and other pertinent County, State, and Federal laws, regulations, and codes for the protection of agriculture and the consumer.



COMMUNICATION

Possesses excellent oral and written communication skills.
Creates an atmosphere of transparency, inclusiveness, and openness.
Responsive to the concerns and issues of others.
Participates in collaborative problem solving.



OPERATIONAL EXCELLENCE

Has a vision for and excels in short-range and long-range planning.
Demonstrates effective and decisive operational management skills.
Excels in measuring and increasing performance against objectives.
Holds themselves and others accountable for results.

EDUCATION/ CERTIFICATIONS

Incumbents must possess a valid Agricultural Commissioner and Sealer of Weights and Measures license from the State of California.

Bachelor's degree

EXPERIENCE

Five (5) years of full-time professional work experience in the enforcement of agricultural and weights & measures laws and regulations;

Three (3) years of which must have been served in a management or supervisory capacity.

THE COMMUNITY



SAN BERNARDINO COUNTY... A GREAT PLACE TO LIVE, WORK, AND PLAY

Located in the heart of Southern California, **San Bernardino County** thrives on the diversity of our communities that offer families affordable housing, excellent schools, and community resources, including libraries, parks, hospitals, and international airports.

The County provides a safe, clean, and healthy environment with access to a variety of business and shopping opportunities, as well as cultural and educational enrichment opportunities through museums, theater, and higher education, including California State University San Bernardino, University of Redlands, and California Baptist University.

As the largest County in the contiguous United States, the County encompasses over 20,160 miles of diverse geography and climate that includes snowcapped mountains, flowering deserts, pristine valleys, and lakes. Adjacent to Los Angeles and Orange Counties, we are but a short drive away from Southern California's premier beaches, resort destinations, and major metropolitan centers.

The County has a population of over 2 million residents and is comprised of 24 incorporated cities and towns.

As an employer, the County strives to provide its employees work-life balance; where you can enjoy all the amenities our County has to offer along with excellent career opportunities, a supportive work environment, and a competitive total compensation package.

We are a dynamic charter county governed by a five-member [Board of Supervisors](#), who, working through our Chief Executive Officer - Leonard X. Hernandez, the County Administrative Office, and a workforce of over 20,000 dedicated employees, are committed to sustaining a vision of "a complete county that capitalizes on the diversity of its people, its geography, and its economy to create a broad range of choices for its residents in how they live, work, and play".

To learn more, please visit:

County: <http://www.sbcounty.gov/main/default.aspx>

County Administrative Office: www.sbcounty.gov/CAO

County Vision: <http://cms.sbcounty.gov/cao-vision/home.aspx>

THE BENEFITS

Our generous **Exempt B** compensation and benefits package is offered and includes a **competitive salary**, commensurate with experience, with an annual salary range of:

\$128,960.00 - \$174,200.00

Eligible for merit-based step increases every six months contingent upon completion of applicable service hours.

The County also offers an alternative **Modified Benefit Option** (MBO) that provides a wage differential of **4% above the base salary rate with modified benefits**, including: Use of increased pay rate to calculate County contributions to RMT, 401(k), and 457(b) plans, leave cash outs, and retirement contribution rate.

RETIREMENT

- County pension (www.sbcera.org) vested after five years of service;
- Retirement Reciprocity with CalPERS, CalSTRS, and 1937 ACT plans;
- 401(k) Defined Contribution Plan with 2 for 1 match, up to 8% of the base salary;
- 457(b) Deferred Compensation Plan with County contribution 1 times Employee contribution, up to 1%;
- Retirement Medical Trust (RMT) County Contribution (based on service hours).

HEALTHCARE

- Medical and Dental Insurance for the employee and eligible family members with premium subsidies;
- County paid Vision Insurance for employee and eligible family members.

ADDITIONAL BENEFITS

- County paid basic life insurance with voluntary supplemental life insurance options including accidental death and dismemberment;
- County paid short-term and long-term disability benefits;
- Automobile Allowance: \$12,000 annually;
- Cell Phone Allowance: \$2,400 annually;
- 14 paid holidays (13 fixed, 1 floating);
- 80 hours of administrative leave with a cash out option.

TRADITIONAL LEAVE PACKAGE

Leave package, with up to 160 hours of vacation accruals annually (based on service hours) with cash out option, paid sick leave with unlimited accrual.

- OR -

MODIFIED BENEFIT OPTION LEAVE PACKAGE

Flexible Paid Time Off (PTO) with cash out options.

** This position is an exempt, at-will management position **

TO BE CONSIDERED

This is a confidential process and will be handled accordingly throughout all stages of the recruitment process.

APPLY-ASAP

Applications will be reviewed daily for first round of interviews.
-Open Until Filled-

Interested candidates must submit:

- Compelling cover letter;
- Comprehensive resume;
- Six (6) professional references.

An electronic version of all submittals are required to be sent to
ExecRecruit@hr.sbcounty.gov or candidates may complete the online application and upload the required documents.

www.sbcounty.gov/jobs

Only the most qualified candidates will be invited to interview. **References will not be contacted until mutual interest has been established and a reference release form is completed.**

Questions regarding this position or status should be addressed to:

Gina King
(gina.king@hr.sbcounty.gov)

Silvia Zayas
(szayas@hr.sbcounty.gov)



Human Resources
Executive Recruitment Services