

Compensation and Benefits

The County of Monterey provides a competitive compensation and benefits package. The salary range for this position is \$78,492 - \$107,148 annually. The excellent benefits package includes:

- ◆ Sign-On Bonus: The successful candidate may receive a new hire sign-on bonus of up to \$5,000
- ◆ Retirement: CalPERS, 2% at 55; 3.5% paid by employee
- ◆ Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years
- ◆ Holidays: 10 paid holidays per year + 1 floating holiday
- ◆ Health Insurance: The County provides a Flexible Benefits Plan
- ◆ Life Insurance: \$50,000 Term Life Insurance Policy is provided
- ◆ Management Allowance: \$45.84 per month
- ◆ Professional Organization Membership: \$400 per year
- ◆ Educational stipend: 2% of the hourly base wage subject to eligibility
- ◆ Professional Leave: 10 days per year, non-accruable
- ◆ Deferred Comp: Voluntary program available



Equal Opportunity

Monterey County is an equal opportunity employer and a drug-free workplace. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity. Monterey County provides reasonable accommodations for the disabled. If candidates require special arrangements to participate in the selection process, they should state their needs in writing when submitting an application package.

The Process

To apply for this exciting career opportunity, please submit a cover letter of interest, your resume with current salary and a list of five work related references (who will not be contacted until mutual interest is established and you have approved the contact) to:

Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408-399-4423
E-mail: jobs@averyassoc.net



The close date for this recruitment is May 29, 2012

The search firm will conduct preliminary interviews with selected candidates in mid-June. It is anticipated that recommended candidates will interview with Monterey County in early July. An appointment is anticipated for the early August timeframe.

For further information on this recruitment, please contact Paul Kimura by phone at 408-399-4424 or email at paulk@averyassoc.net.

The County of Monterey

*invites your interest
for the position of*



Assistant Director of Environmental Health (Environmental Health Program Manager)

The County of Monterey

Monterey County encompasses some of California's most stunning scenery and offers an ideal year round Mediterranean climate. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 400,000 residents and the numerous tourists who visit the area year-round. Monterey County boasts world-renowned attractions such as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row and the Steinbeck Center. It's also home to



Laguna Seca Raceway and many world-famous golf courses including Pebble Beach, Spanish Bay, and Poppy Hills. The County hosts annual events including the Monterey Blues Festival, The Monterey Jazz Festival, Red Bull U.S. Grand Prix, Sea Otter Classic, and the California Rodeo in Salinas.

Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California's 58 counties and has an economy largely based on agriculture and tourism. The Salinas Valley, known as the "salad bowl of the nation", is abundant with lush produce fields and thriving vineyards. There are several major educational institutions including California State University at Monterey Bay, Monterey Institute of International Studies, the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas.



County Government and the Environmental Health Bureau

Monterey County has approximately 4,300 employees with an operating budget of over \$935 million. This is a general law county, and the governing body is the Board of Supervisors, which is comprised of an elected representative from each of the five voting districts within the County.

The Monterey County Health Department provides a wide range of programs, services and administration

within its various operating units consisting of Behavioral Health, Emergency Services, Environmental Health, Primary Care Clinics, Public Health, Public Administrator/Conservator/Guardian and Animal Services. Currently the Department oversees approximately 135 programs with staff of over 750 employees located at more than 25 sites. The Health Department has an operating budget of \$126,827,361 for FY 2011-2012.

The Environmental Health Bureau operates with an authorized headcount of 77 within the seven divisions of Administration/Fiscal, Consumer Health Protection, Drinking Water Protection, Hazardous Materials Management, Recycling & Resource Recovery, Solid Waste Management and Animal Services. The new Assistant Director will oversee six of the Bureau's divisions, while a current Assistant Director will focus exclusively on land use and the General Plan. The Bureau's goal is to be the best environmental services program in the State of California.

The Position and Ideal Candidate

The commitment to be the best will provide an exceptional leadership opportunity for the Assistant Director. She/he will lead the ongoing evolution towards an even more progressive and proactive model that will ultimately become a self-sustaining system that remains contemporary and relevant to the needs of Monterey County. Towards achieving this mission, the need will be to establish more effective communications throughout the organization and create an environment of creativity and accountability. As part of this effort, it is expected the successful candidate will foster an environment of collaboration and cooperation and will facilitate a greater sense of purpose for the organization.

In looking to improve operations and strengthen existing skill sets, development of a "learning environment" will be a key aspect of the role. Through training efforts, encouragement of new ways to perform work, cross training opportunities, enhancing visibility to constituents and other innovative approaches, the desire is to have a positive and energetic work environment for all.

The ideal candidate for this position must have a passion for environmental health and be committed to protect the health and safety of the public. In modeling the desired behavior within the organization, the Assistant Director must be an effective communicator, collaborator, and quintessential team player that is adaptable, flexible and receptive to new ideas. The position requires a breadth of knowledge in all phases of environmental health and expertise in the regulatory aspects of environmental health. Three or more years in the supervision of environmental health inspection, investigation and enforcement programs and valid certification of registration as an Environmental Health Specialist in California are required.

