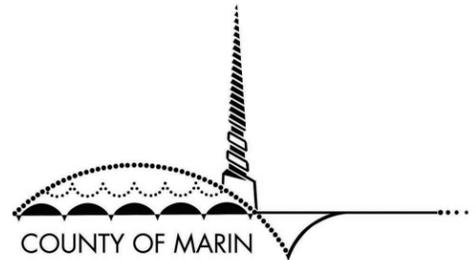


Compensation and Benefits

The salary range for this at will position is between \$160,126 and \$177,008 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 to which employees may contribute to enhance their retirement.



Marin County is an Equal Opportunity Employer and values diversity at all levels of the organization. Final appointment will be conditional upon successful completion of a background check.

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 February 7, 2020.

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



County of Marin



*invites your interest
for the position of*

Assistant Director of Human Resources

The County

Marin County is a special place and home to a community of 250,000 engaged and culturally diverse residents. Located in California's North Bay Area, across the Golden Gate Bridge from San Francisco and adjacent to the vineyards of Napa and Sonoma Counties, Marin is a desirable place to live and work. It's known for its combination of rural and suburban lifestyles, excellent schools, entertainment and recreational activities, and mild climate year-round.



Marin is abundant with outstanding examples of Northern California environments including oak-bay woodlands, savannas, grasslands and salt marshes, managed and protected to enhance their natural and undeveloped character. Outdoor recreation in Marin County includes whale migration and bird watching, garden tours, gold, hiking, running, mountain biking, horse-back riding, sail boarding, surfing, fishing, boating, kayaking, canoeing, etc. The County includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito and Tiburon.

County Government and the Department of Human Resources

The County of Marin is comprised of 22 agencies and departments with a workforce of approximately 2,280 employees and an operating budget of \$775 million (FY 19/20). The County is governed by the Board of Supervisors, which is made up of an elected representative from each of the five voting districts in this general law county. The Board of Supervisors also appoints a County Administrative Officer who is responsible for implementing Board decisions and providing day-to-day management support for the county operations and services. The Department of Human Resources has a staff of 35 FTEs and a budget of \$6.9 million.

This diverse organization strives to uphold a set of core values: respect, trust, integrity, diversity, equality, excellence,

accountability, innovation, and collaboration. These values help to maintain and enhance public trust and help achieve high quality service outcomes. The County is committed to being a well-managed organization that relies on the talents of its workforce to succeed.

The Position and Ideal Candidate

Marin County is looking for a bold and progressive leader to assist in the management of the Human Resources Department and help devise innovative and transformative policies, programs and systems to ensure the County continues to be a dynamic organization. The Assistant Director is an at will position that will

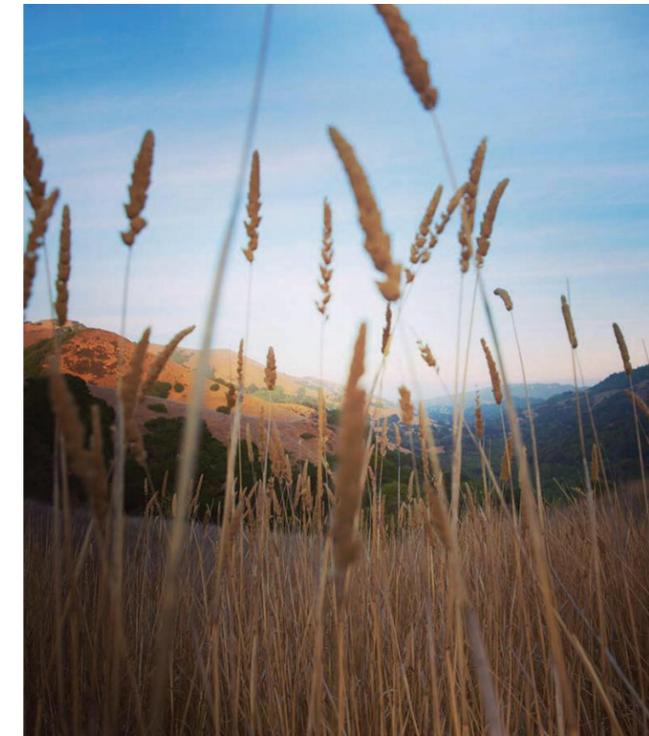


oversee the areas of recruitment, classification & compensation and learning & organizational development, and will have a demonstrated track record with implementing both equity and inclusion initiatives and organizational development programs. While the Assistant Director will not have direct oversight over labor and employee relations, the expectation is that the Assistant Director will have had experience and insight within that discipline area.

The Human Resources Department is engaged in a wide variety of organizational priorities and plays a key role in implementing the County's 5 Year Business Plan. Critical focus areas relate to countywide organizational development initiatives and recruitment and retention efforts. As the County faces challenges associated with retirements, the cost of housing and congestion leading to longer commutes, and a strong economy, it seeks a proactive and innovative leader who will be a strategic partner in addressing recruitment and retention obstacles. The County of Marin is proud of its diversity, equity and inclusivity initiatives and its commitment to having a diverse workforce. The Human Resources department continues to be an integral partner in building and expanding on these initiatives.

Decisive, Collaborative, Inclusive

The Assistant Director will be a proven leader and skilled administrator who will introduce creative strategies and approaches to the Department and the County and who possesses the management style to successfully facilitate various change initiatives and develop and maintain productive working relationships with the wide range of county stakeholders.



Team-Builder

The ideal candidate will be approachable, an open communicator and credible advisor who is committed to mentorship and the professional growth of both the HR team and all County employees.

Qualifications and Experience

Candidates for the Assistant Director of Human Resources will be an exceptional leader, have expert experience in all human resources functions, is current with best practices and has a strong foundation with personnel-related federal and state law. They will also be a resourceful problem solver with a strong focus on excellent customer service and a high level of personal and professional integrity. Required experience and qualifications include the equivalent of a BA/BS degree with three or more years at a senior management level, and at least five years of HR generalist experience at the professional level.