



SAN DIEGO RIVER CONSERVANCY SEEKS NEW EXECUTIVE OFFICER



THE CONSERVANCY

The San Diego River is one of Southern California's most remarkable treasures, spanning 52 miles from the Cuyamaca Mountains to the Pacific Ocean. California's second largest metropolitan area could not have developed without it: the life-sustaining river drew first the Kumeyaay Indians more than 8,000 years ago, then more recently, the Spanish missionaries, European settlers, and other early developers of the City of San Diego.

However, recent urbanization has threatened the river's health. Community leaders, led by a determined coalition of conservation organizations, demanded that this natural asset be restored and greater public access ensured. As a result, the State of California established the San Diego River Conservancy (SDRC) in 2002.

SDRC is an independent agency of the State of California, within the Natural Resources Agency, which is based in the City of San Diego. SDRC promotes a regional collaboration between jurisdictions along San Diego River to restore and redevelop an urban riparian corridor. The agency invests public and private funds to improve the health of this natural, historic, and recreational resource by preserving and promoting projects that connect habitat conservation areas, parks, and public open spaces.

SDRC's founding legislation and its strategic plan provides that emphasis be placed on four programs: Land Conservation, Recreation and Education, Natural and Cultural Resources Preservation and Restoration, Water Quality and Natural Flood Conveyance.

The Conservancy has managed approximately \$ 20,000,000 in grants and projects to local governments and nonprofits; most notably, members of the San Diego River Coalition, which



Lakesides River Park

Includes more than 70 community and conservation organizations.

Currently SDRC has a \$300,000 annual operating budget, employs an administrative services manager, and contracts with a consultant and a team of sub contractors.

GOVERNING BOARD

The Governing Board of SDRC consists of 13 members (11 voting, 2 non-voting) comprising the Mayor of San Diego, two members of the City Council of San Diego, a San Diego County Supervisor, California's Director of Finance and Secretary of Resources, Director, California Parks and Recreation, Executive Director of Wildlife Conservation Board, a San Diego Regional Water Quality Control Board Member, a California Senate and Assembly appointee, as well as, three Gubernatorial appointments of community and conservation leaders. The Board meets approximately six times a year under the leadership of a Chair and Vice Chair elected by the Board. The Board appoints the SDRC's Executive Officer.

THE POSITION

As directed by the Board, the Executive Officer is responsible for the execution of SDRC's programs, planning, and fiscal management. Responsibilities include, but are not limited to:

- Providing information, support and expert policy advice and recommendations to the Governing Board regarding the programs, projects and priorities of SDRC.
- Planning, organizing and directing the program functions and staff of SDRC
- Assisting the Governing Board in the implementation of several foundation documents that include but not limited to the San Diego River Park Conceptual Plan, the San Diego River Conservancy Act (Pub. Resources Code, §§ 32630-32661), SDRC Five-Year Strategic and Infrastructure Plan, the 2012-2017 Update and SDRC Annual Work Plans.
- Maintaining a high level of communication with the Executive and Legislative Branches of State Government with respect to coordinating programs, securing ongoing funding, implementing current projects, addressing legislative concerns, and responding to inquiries in a timely and effective manner.
- Coordinating with partner agencies, particularly the cities of San Diego, Santee, the County of San Diego and non profits to develop project priorities and funding sources.
- Ensuring compliance with the California Environmental Quality Act (CEQA) and other statutes and regulations applicable to SDRC's activities.
- Developing and implementing funding programs, including grants and other fund raising activities.
- Representing SDRC in relations with the general public, community groups, media and other interested constituencies.



THE IDEAL CANDIDATE

The ideal candidate is a motivated, adaptable and innovative leader with experience in the management of conservation programs. A familiarity with public and private financing, particularly, general obligation bond funded grant programs is preferred.

The successful candidate will be a seasoned executive from the public and/or private sector, with land conservation, environmental planning, and/or non-profit management experience, who will possess the strategic understanding, relationship skills, and political astuteness to implement the Board's vision.

Particularly desirable are: the ability to maintain an effective administrative structure and build partnerships, knowledge of State and local government budget and procurement practices and processes, and experience in fund raising.

Other helpful attributes are familiarity with land acquisition techniques, habitat restoration, trail development, the California Environmental Quality Act (CEQA), site improvement projects, contract negotiation and management of natural resources and public facilities.

Specific qualifications are as follows:

Education and Experience

Extensive professional experience in land conservation, environmental planning or protection, or related field, with at least five years of management experience is expected. A Bachelor's degree is required. A Master's or professional degree in a related field, such as urban planning environmental resources, business, law, or public administration is preferred.

Competencies and Personal Characteristics

In addition to the above, the ideal candidate will:

- work effectively with a variety of agencies and individuals representing a broad range of interests and issues
- be able to understand complex issues and interrelationships, including natural processes
- be an able problem-solver and team builder
- be a strong and decisive leader, who knows when to act
- be an effective communicator, both orally and in writing
- be collaborative; a facilitator of consensus
- be politically aware and sensitive
- handle multiple priorities effectively
- be calm under pressure and possess a good sense of humor

COMPENSATION AND BENEFITS

The annual salary range for the Executive Officer is **\$87,132 - \$94,224**.

The appointee will be offered a specific salary from within this range based on his/her qualifications. As an employee of the State of California, the Executive Officer also receives a comprehensive benefit plan including, but not limited to:

Retirement

California Public Employees Retirement System (PERS) 2% at 55 Plan; employee contribution required.

Insurance

Health, dental, vision, and life insurance programs provided. Employee contributions may be required depending on programs selected.

Leave Allowance

Vacation and sick leave benefits provided, 11 holidays observed. Additional information about benefits available can be viewed at www.dpa.ca.gov/benefits/main.htm

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this position, please submit a resume and cover letter, including current salary and the names of four work-related references, directly to:

Ben Clay, Chair
San Diego River Conservancy
1350 Front Street, Suite 3024
San Diego, CA 92101
Tel: 916 / 263-3183
Fax: 619 / 238-7068
Email: jrichards@sdrc.ca.gov
SDRC web site: <http://sdrc.ca.gov/>

The filing date for this position is Friday November 30, 2012.

Following the filing date, resumes will be screened in relation to the criteria outlined in this announcement. 3-5 candidates with the most relevant qualifications will be given interviews in early December. An offer of appointment is anticipated in January following full reference and background checks, and a final interview with SDRC Governing Board.