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Chris Wondolowski
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#6

CITY OF SAN JOSE
OFFICE OF HEALTH & WELLNESS
Environmental Services



THE COMMUNITY

Known as the “Capital of Silicon Valley,” the City of San José plays a vital economic and cultural role anchoring the world’s leading region of innovation. Encompassing 178 square miles at the southern tip of the San Francisco Bay, San José is Northern California’s largest city and the 10th largest city in the nation. With more than one million residents, San José is one of the most diverse large cities in the United States. San José’s transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major tech headquarters like Cisco, Adobe, Samsung, and eBay as well as start-ups and advanced manufacturing.

San José’s quality of life is unsurpassed. Surrounded by the Diablo and Santa Cruz mountain ranges and enjoying an average of 300 days of sunshine a year, residents have easy access to the beaches along the California coast including Santa Cruz, Monterey, and Carmel; Yosemite and Lake Tahoe in the Sierra Nevada; local and Napa Valley wine country, and the rich cultural and recreational life of the entire Bay region.

San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media including Business Week and Money magazines. The downtown area is home to high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by the Tech Museum of Innovation, the San José Museum of Art, and many local galleries and venues. Nineteen public school districts and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the city include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted *Envision San José 2040*, a long-term growth plan that sets forth a vision and a comprehensive road map to guide the City’s anticipated growth through the year 2040. The Plan proactively directs significant anticipated growth in new homes and workplaces into transit-accessible, infill growth areas and supports evolution toward a more urban landscape and lifestyle. The San José area is powered by one of the most highly educated and productive populations in America. More than 40% of the workforce has a bachelor’s degree or higher, compared with 25% nationally. Forty percent of San José residents are foreign born, and 50% speak a language other than English at home.

San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.

THE CITY GOVERNMENT

The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of 10 council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and his executive team provide strategic leadership that supports the policy-making role of the Mayor and the City Council and motivates and challenges the organization to deliver high quality services that meet the community’s needs. The City actively engages with members of the community through Council-appointed boards and commissions.

In addition to providing a full range of municipal services including police and fire, San José operates an airport, municipal water system, a regional wastewater treatment facility, some 200 neighborhood and regional parks, and a library system with 24 branches. The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, Dolce Hayes Mansion and Conference Center, and the SAP Center San José – home of the National Hockey League’s San José Sharks.

City operations are supported by 6,390 positions and a total budget of \$3.5 billion for the 2018-2019 fiscal year. San José is dedicated to maintaining the highest fiscal integrity and earning high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City’s website at www.sanjoseca.gov.

DEPUTY DIRECTOR

City of San José - Environmental Services Department

THE ENVIRONMENTAL SERVICES DEPARTMENT

"A place where people do great work and make a difference."

The City of San José established a national reputation for environmental leadership and innovation during the 1980s with award-winning recycling, water conservation, and wastewater treatment programs. In 1993, the Environmental Services Department (ESD) was formed to integrate these programs and other environmental protection services.

ESD is responsible for the management of solid waste collection and recycling; watershed protection and pollution prevention; municipal drinking water and recycled water; community sustainability initiatives; and the operation and infrastructure improvements of the San José-Santa Clara Regional Wastewater Facility (RWF). ESD helps San José respond quickly to new regulations and initiatives as well as retool and improve customer services such as garbage and recycling collection, wastewater treatment, and potable and recycled water. ESD has an annual budget of more than \$300 million and 550 employees with diverse sets of skills and specialties. ESD is one of the City's largest and most visible departments. ESD's mission is "delivering World Class utility services and programs to improve our health, environment and economy".

For more information about the Environmental Services Department, go to <http://sjenvironment.org> or visit @sjenvironment on Twitter, Facebook, and Instagram.

The Department's Annual Report can be viewed at <http://www.sjenvironment.org/ESDannualreport>.

THE POSITION

This Deputy Director reports directly to the Department Director and manages a division of more than 40 employees and a budget of approximately \$130 million. The Division oversees commercial and residential programs to collect, recycle and dispose of solid waste to minimize material sent to landfills. These programs include leadership and management of recycling and garbage services, large item pickup and illegal dumping.

The Deputy Director also will play a vital role in the integration of solid waste management into Climate Smart San José, the City's sustainability plan. Climate Smart San José presently is focused on reducing GHG emissions in the areas of energy and mobility (transportation) along with ensuring a long-term water supply. The City anticipates amending the plan to include GHG emissions produced through solid waste operations and pursue strategies for reducing those emissions.

Climate Smart San José burnishes the City's reputation for innovation and sustainability leadership. The plan has won plaudits from stakeholders and partners.

"We are excited that San José aims to be a global leader in reducing greenhouse gas emissions by forming San José Clean Energy and crafting Climate Smart San José," said Linda Hutchins-Knowles and Stacy Dever, of advocacy group Mothers Out Front South Bay. "As parents, we understand the vital importance of protecting our climate and water supply."

For more information about Climate Smart San José, go to www.climatesmartsj.org.

THE IDEAL CANDIDATE

The ideal candidate will be an enthusiastic, results-oriented leader and manager with an entrepreneurial spirit who is passionate about the environment and public service. He/She will be adept at managing large budgets and complex contracts. The ideal candidate will become and remain current with best practices and trends in solid waste management and resource recovery and lead the program so as to ensure that City and department goals continue to be met. This person will follow new legislation and regulations and keep colleagues in the Environmental Services Department and throughout City Hall informed about proposed industry changes. To excel in this position, the candidate must have excellent oral and written communications skills as well as a can-do, positive style.

The Deputy Director will be a mentor and coach who takes an active role in helping people grow and develop. He/She will challenge every member of staff to contribute at a very high level and will provide the training, encouragement and support to help them succeed. This person will also build and maintain positive working relationships with waste haulers and the community.

Finally, the Deputy Director will enjoy working in a fast-paced, supportive environment where collegiality, professionalism, teamwork and an appreciation for fun are valued.

Education and Experience

Requires a Bachelor's Degree from an accredited college or university with major course work in environmental sciences, public or business administration or other directly related area and six (6) years of increasingly responsible senior level administrative, analytic and leadership experience. Experience in the public sector is not required.

Desirable Qualifications

- A Master's Degree in public administration, business administration, or a discipline related to the business performed by the department is preferred.
- A general understanding of how work is accomplished in a large, complex organization will be beneficial.

Employment Eligibility

Federal law requires all employees to provide verification of their eligibility to work in this county. Please be informed that the City of San José will NOT sponsor, represent or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employee application.

COMPENSATION & BENEFITS

The salary range for this position is **\$116,893 to \$182,084**. The actual salary will depend on the qualification and experience of the individual selected.

The City provides an excellent array of benefits including:

- **Retirement** – Competitive defined benefit retirement plan with full reciprocity with CalPERS; defined contribution plan available as an option.
- **Health Insurance** – The City contributes 85% towards the premium of the lowest cost non-deductible plan. There are several plan options.
- **Dental Insurance** – The City contributes 100% of the premium of the lowest priced plan for dental coverage.
- **Personal Time** – Vacation is accrued initially at the rate of three weeks per year with amounts increasing up to five weeks after 15 years of service. Executive Leave of 40 hours is granted annually and depending upon success in the Management Performance Program could increase to up to 80 hours. Sick Leave is accrued at the rate of approximately 8 hours per month.
- **Holidays** – The City observes 14 paid holidays annually.
- **Deferred Compensation** – The City offers an optional 457 Plan.
- **Flexible Spending Accounts** – The City participates in Dependent Care Assistance and Medical Reimbursement Programs.
- **Insurance** – The City provides a term life policy equal to two times annual salary. Long-term disability and AD&D plans are optional.
- **Employee Assistance Program** – The City provides a comprehensive range of services through the EAP.

For more information on employee benefits, visit the City's benefits Website: <http://www.sanjoseca.gov/index.aspx?NID=707>

HOW TO APPLY

Resume review begins **August 13, 2018**. Apply on-line at www.alliancerc.com.

For questions and inquiries, please contact:

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