

CHIEF EXECUTIVE OFFICER

San Diego County Employees Retirement Association





SDCERA

The San Diego County Employees Retirement Association (SDCERA) is the pension plan for employees of the County of San Diego and four participating employers: the Superior Court of California–County of San Diego, the San Dieguito River Park Joint Powers Authority, the San Diego Local Agency Formation Commission, and the San Diego County Office of Education.

The SDCERA Board of Retirement (“Board”) is an independent nine-member board (plus two alternate members) which is responsible for administering the County pension system. The Board has plenary authority over the pension plan, which has 44,810 members, and the Trust Fund assets, which total \$12.5 billion. SDCERA employs 46 full-time professionals.

The State Constitution and County Employees Retirement Law provide the Board with exclusive control of the pension system and the authority to delegate its duties. The Board fulfills its fiduciary responsibilities by delegating (1) to the CEO the role of administering the pension plan, (2) to the Investment Staff the role of managing the Trust Fund assets under the Investment Policy Statement, and (3) to the Audit Committee the role of oversight of financial and operational audits and all financial reporting.

Additional information can be found at www.sdcera.org.

THE CEO

The role of the CEO is to administer Board policy, provide day-to-day leadership and management of SDCERA, and to connect to and interact with SDCERA’s members and key stakeholders. The CEO reports directly to the Board of Retirement. The CEO and all SDCERA staff are employees of the County of San Diego. The CEO is the appointing authority for SDCERA personnel and reports to the SDCERA Board.

The Board’s delegation of investment decision-making to the investment staff is delineated in the SDCERA Investment Policy Statement, which specifies that the Chief Investment Officer and CEO jointly are accountable to the Board for investment decisions and reporting. The SDCERA audit function reports to the Audit Committee of the Board. The CEO and Chief Financial Officer work at the direction of the Audit Committee to support the Committee’s work.

THE IDEAL CANDIDATE

SDCERA seeks candidates who bring a demonstrated history of success in leading dynamic financial services in highly complex and innovative organizations. The ideal CEO will have outstanding communication and presentation skills and foster an environment of collaboration, team building and transparency across all levels. In addition, the ideal candidate will:

- Set clear vision, goals, priorities and values for the organization while bringing a sense of stability as SDCERA strives to continuously improve and evolve for the next era.
- Review operations, identify future technology initiatives and prepare strategic plan as it relates to data security, new business applications, reporting functions and workforce needs. Develop better documentation for policies and procedures.

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- Develop, train and direct employees while treating them with respect and professionalism. Inspire and empower staff, be sensitive to their individual goals and needs and create a succession plan.
- Be flexible, adaptable and open to other's perspectives and opinions. Build and maintain relationships internally and externally.

Education, Certifications and Experience

The Board is searching for a candidate with a minimum of a bachelor's degree from an accredited college or university. A graduate degree, law degree, or professional accreditation such as a CPA or Actuarial Science would also be valued for these specific skills as well as their demonstration of commitment and accomplishment.

The Board will evaluate CEO candidates based on two overarching capabilities. The first is the intellectual capacity to learn and master the core components of a public pension system, including actuarial science, investments, accounting/audit, and information technology. The second capability is the emotional intelligence to work for a diverse Board and lead and manage SDCERA staff, and create and develop positive relationships with SDCERA's stakeholders: retired and active pension system members, the County of San Diego leadership and management teams, SDCERA participating employers, and external organizations such as the Retired Employees of San Diego County (RESDC), and the media.

The Board welcomes nationwide candidates with these capabilities and proven track records of accomplishment from pension systems, banks and insurance companies, accounting and audit firms, technology companies, pension consulting and other related industries.

COMPENSATION

The salary for this position will be dependent upon the qualifications and experience of the selected candidate. In addition, the following benefits are provided:

Core Benefits

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Account
- Life Insurance
- Accidental Death & Dismemberment Insurance
- Long-Term Disability Insurance, dependent on job classification
- Short-Term Disability Insurance, dependent on job classification
- Retirement Benefits

Work / Life Benefits

- Employee Assistance Program
- Employee Discount Program
- Healthy Living & Life Care
- Transportation Reimbursement
- Tuition Reimbursement
- County Employees Charitable Organization
- San Diego County Credit Union

Paid Time Off Benefits

- Vacation Days
- Personal/Sick Leave
- Holidays
- Bereavement Leave
- Jury Duty
- Military Leave

Retirement and Savings

- 401a Retirement Savings Plan
- 457 Retirement Savings Plan
- Retirement Benefits

HOW TO APPLY

Please apply **on-line** by **August 21, 2020** at www.allianceRC.com. For questions, inquiries or candidate recommendations, please contact:

Sherrill Uyeda or Cindy Krebs

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An Equal Opportunity/ADA Employer

THE COMMUNITY

San Diego County is the fifth largest county in the United States by population, with 3.3 million residents. The County covers 4,526 square miles and encompasses a widely diverse geography. It is framed by the Pacific Ocean to the west, with the City of San Diego and incomparable beaches and beach towns, and large mountains to the east that feature the Pacific Coast Trail and the Palomar Observatory. San Diego County borders Mexico to the south, with the busiest land port of entry into the United States at San Ysidro. Central and North County hold one of the largest concentrations of technology and biotechnology companies found anywhere in the world.

San Diego County's population and economic base are as diverse as its geography, reflecting the County's historical roots, longstanding U.S. Navy and Marine Corps presence, attractive climate, world-class universities and colleges, and the regular flow of immigrants that deepen and strengthen San Diego's economy.

