



RISK MANAGER

COUNTY OF MARIN

SALARY: \$116,334–\$140,774 Annually, DOQ/DOE (3.0% COLA is anticipated July 2019)

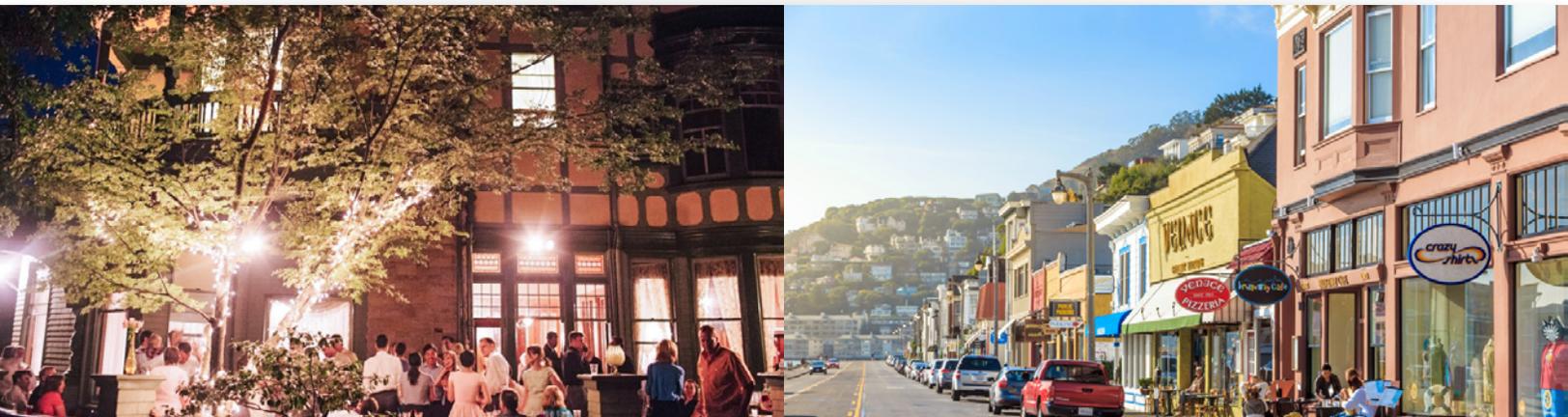
MARIN COUNTY SEEKS A RISK MANAGER who will oversee the County's risk portfolio, property/liability, workers' compensation, insurance programs, and occupational safety programs. To be successful ideal candidates will have some experience and expertise in operational risk management, and public and/or private industry that included some or all of the following: self-insured workers' compensation, particularly experience among public safety employees, insurance portfolio management, claims management and contracts, and health care. The incumbent will also be a risk management generalist with a deep bench of knowledge in either the insurance field or safety side of risk management, and ideally experience with liability claims management or litigation management experience to ensure a safe, supportive and healthy work environment for County employees, and to mitigate potential claims exposure.





THE COMMUNITY

Marin County, California, is a special place and home to a community with over 260,000 engaged and culturally diverse residents. Marin is located in the North Bay across the Golden Gate Bridge from San Francisco and next-door to the vineyards of Napa and Sonoma Counties. Marin is a desirable place to live and is known for its combination of rural and suburban lifestyles, excellent schools, entertainment and recreational activities, and mild, year-round climate. Marin is the home of artists, is the birthplace of mountain biking and Obi Wan Kenobi, and includes the incorporated cities of Belvedere, Corte Madera, Fairfax, Larkspur, Mill Valley, Novato, Ross, San Anselmo, San Rafael, Sausalito, and Tiburon. Marin is abundant with natural habitat including oak-bay woodlands, savannas, grasslands and salt marshes. Outdoor recreation in Marin County includes whale migration and bird watching, garden tours, golf, hiking, running, mountain biking, horseback riding, sail boarding, surfing, fishing, boating, kayaking, canoeing, etc.





THE COUNTY

Marin County is a General Law County. The County is governed by a five (5) member Board of Supervisors, each of whom represents one of the five voting districts in the County. The County employs approximately 2,200 employees in its 22 agencies and has an operating budget of approximately \$590 million (FY18/19 all funds). The County is committed to being a well-managed organization that relies on the talents of its workforce to succeed. This diverse organization strives to uphold a set of core values: respect, integrity, diversity, excellence, innovation, and collaboration. The County's mission is to provide excellent services that support healthy, safe and sustainable communities; preserve Marin's unique environmental heritage; and encourage meaningful participation in the governance of the County by all. The County adopted a 5 Year Business plan in 2015, and is committed to its focus areas: 1) Diversity and Inclusion; 2) Innovation and Change; 3) Communication; and 4) Growth and Development.





THE POSITION & IDEAL CANDIDATE

Risk Management is a division within the County Administrator's office that reports to the Assistant County Administrator and oversees a staff of three (safety manager, workers' compensation administrator and administrative support), and an approximate budget of \$6.5 million. The Division of Risk Management has responsibility and authority over the County's risk portfolio, including: property/liability, workers' compensation (the county is self-insured and has a third party administrator that assists with managing the claims for all our employees), insurance programs, and occupational safety programs. The ideal candidate is a risk management generalist, with a deep bench of knowledge in either the insurance or safety side of risk management, and brings experience with liability claims management or litigation management. The position will analyze and manage risk management issues by identifying, determining, and making decisions associated with programs and operational or enterprise risks for and in the best interest of the County. The Risk Manager will work with executive and department leadership, elected officials, insurance vendors and actuaries to ensure a safe, secure and healthy work environment, and minimize the potential of claims.



OUR IDEAL CANDIDATE *will...*

The ideal candidate will work cross-departmentally with other leaders in the County and use their technical expertise and interpersonal skills to meet the goals and objectives of the department and County.

LEADERSHIP

- ▶ Demonstrate an ability to be a strong partner in the organization.
- ▶ Effectively advise and provide consultative services to departments, executives and elected officials on risk management matters.
- ▶ Successfully lead, develop and support staff.

INTERPERSONAL & COMMUNICATIONS

- ▶ Have a strong customer orientation and achieve both departmental and County-wide goals by partnering with agency directors, elected officials and executive leadership.
- ▶ Ability to deal with highly sensitive issues.
- ▶ Have excellent verbal and written communication skills in order to give presentations before groups and public officials.
- ▶ Demonstrate emotional intelligence to communicate effectively and develop productive relationships.
- ▶ Navigate effectively in a political environment.

TECHNICAL ACUMEN

- ▶ Develop effective safety and risk management programs and loss control capabilities.
- ▶ Possess liability claims management or litigation management experience.
- ▶ Provide technical support and professional consulting services in risk management and loss control analysis.
- ▶ Identify, analyze and plan for risk related issues.
- ▶ Conduct assessments of member risk management programs and procedures.
- ▶ Recommend appropriate risk transfer across a broad range of services, and monitor effectiveness.
- ▶ Ensure a safe, secure and healthy work environment compliant with state and federal regulations.
- ▶ Identify and quantify the County's exposures associated with accidental loss.
- ▶ Ensure solutions are in compliance with occupational safety and health administration state and federal regulations, and other applicable safety standards and guidelines.
- ▶ Provide strategic direction and planning.

BACKGROUND & EDUCATION

- ▶ Any combination of education and experience that would provide the knowledge and abilities listed. Typically, equivalent to graduation from a college or university AND five years of professional level experience in two or more of the following areas: risk management, occupational health and safety, loss control, claims administration, insurance or finance, and two years of supervisor responsibility.
- ▶ Experience in a public agency is desirable.
- ▶ A track record of building trust relationships with stakeholders.
- ▶ Possession of California driver's license at time of hire.



COMPENSATION & BENEFITS

SALARY: \$116,334-\$140,774 annually DOE/DOQ.
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Salary is supplemented by a generous benefit program that includes the following elements:

RETIREMENT (37 ACT): The County pays the employer contribution to MCERA, a 1937 Act defined benefit retirement plan, which is reciprocal with other 1937 Act county retirement systems, CalPERS and systems with CalPERS reciprocity. The County does not participate in Social Security except for a mandatory Medicare contribution.

INSURANCE: Cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and longterm disability insurance plans.

HOLIDAYS: 11 paid holidays annually.

LEAVE ALLOWANCES: Generous leave package including management, personal, and sick leave benefits.

WELLNESS: Employee-dedicated fitness room and health and wellness deals and discounts from local businesses.

DEFERRED COMPENSATION: The County offers a choice of tax deferred 457 plans to which employees may contribute in order to enhance their retirement.

For additional information about County benefits, visit:
www.marincounty.org/depts/hr/divisions/benefits



HOW TO APPLY

*This recruitment is open and continuous until filled, but could close at any time. Therefore, interested candidates are strongly encouraged to apply early in the process and prior to **MARCH 28, 2019** for first consideration.*

IMPORTANT: Your submission should include a resume and cover letter that addresses the competencies and technical skills described in the ideal candidate profile herein.

Apply at the County's website: marincounty.org/jobs

Contact **Alisa Samuel** at email: asamuel@marincounty.org
or phone: **415.473.3706**

