

This recruitment is managed by



**CAREER
OPPORTUNITY**

DIRECTOR OF HUMAN RESOURCES

PORT OF SAN DIEGO
SAN DIEGO, CALIFORNIA

ANNUAL SALARY:
\$186,090-\$276,977 DOE/DOQ



The Port of San Diego is seeking an inspiring, experienced, and forward-thinking **Director of Human Resources** to lead a dynamic department with an ambitious organizational development plan and transformative agenda. This position presents a unique opportunity for an human resources executive who is not only technically proficient in the full spectrum of HR functions but also a visionary leader with a passion for organizational development, workforce partnerships, and inclusive practices. With a \$10.2 million HR budget and an additional \$749,000 dedicated to culture and belonging initiatives, the Director will lead an engaged team of 23 staff and help modernize operations, building trust, and shaping the future of workforce development for over 800 Port tenants. If you are ready to be a key architect of culture change, innovation, and community partnership at one of California's most impactful public agencies, this is the role for you.

THE COMMUNITY

THE PORT OF SAN DIEGO IS SITUATED in the thriving coastal region of Southern California. The City of San Diego, with a population of approximately 1.4 million, boasts a world-renowned quality of life with 93 miles of pristine shoreline, temperate climate year-round, and a rich, multicultural environment. Whether it's enjoying a day at one of 31 beaches, visiting iconic attractions like the San Diego Zoo, exploring historic neighborhoods, or taking a short trip to Baja California, life in San Diego offers diverse experiences for residents and visitors alike.



THE PORT OF SAN DIEGO

THE PORT OF SAN DIEGO MANAGES SAN DIEGO BAY and 34 miles of its beautiful, natural waterfront for the people of California. The Port was established in 1962 under the Port Act and is charged with implementing the Tidelands Trust Doctrine. The Port is the fourth largest of the 11 ports in California and one of 16 strategic ports in the U.S. For over 50 years, the Port's five member cities—Chula Vista, Coronado, Imperial Beach, National City, and San Diego—have worked together to develop and promote commerce, navigation, recreation, and fisheries on and around San Diego Bay.

Self-funded largely from its real estate and maritime portfolios, the Port contributes billions annually to San Diego's economy, benefiting the community, local businesses, and employees. Businesses at the Port provide thousands of well-paying jobs, supporting individuals and families throughout the region. The Port oversees two maritime cargo terminals, two cruise ship terminals, 22 public parks, the Harbor Police Department, and the leases of hundreds of tenant and subtenant businesses around San Diego Bay. These include 17 hotels, 74 restaurants, three specialty retail centers, and numerous other attractions including museums and bay tours.

Find out more about the Port of San Diego

FY 2025 Annual Budget



THE HUMAN RESOURCES DEPARTMENT

THE HUMAN RESOURCES DEPARTMENT plays a critical role in both internal operations and external engagement. The Department includes two primary functions:

FUNCTION 1: Oversees recruitment, selection, labor relations, classification, and compensation.

FUNCTION 2: Focuses on organizational development, culture and belonging, external workforce development, and the Small Business Enterprise (SBE) program.

The Department provides support and assistance to the organization; serves port management and employees in the areas of learning and professional development opportunities, which is achieved through our corporate university, staff recruiting, employee benefits, leave management, regulatory training, labor law compliance, investigations, employee relations, performance management, workforce planning, employee events, personnel file management, labor relations, and retirement services, in a proactive manner.

They provide support to the community through outreach, education and recruitment. This team is charged with executing forward thinking HR practices, advancing a culture of inclusion and belonging, and managing comprehensive outreach efforts to engage diverse communities. The HR Department is also the lead entity supporting tenant workforce partnerships, hosting community workshops, and collaborating with schools, colleges, and chambers to foster local job pathways, particularly in skilled trades and maritime industries.



DEPARTMENT MISSION

Our mission is to attract, develop, and retain top talent by fostering a supportive environment where all employees can thrive and make meaningful contributions.

DEPARTMENT VISION

Our vision is to empower every employee to reach their fullest potential, drive organizational success, and create a workplace where talent thrives. Through strategic initiatives, compassionate leadership, and unwavering commitment to people, we aim to build a resilient, agile, and inspiring workforce that shapes the future of our organization.

**Department
Organizational Chart**



THE POSITION

REPORTING TO THE CHIEF ADMINISTRATIVE OFFICER and Vice President of Administration, the Director of Human Resources will oversee all human resource function including: recruitment, selection, employment, classification, compensation, employee relations, labor relations, equal opportunity, performance appraisals, benefits and other services and provides expert professional assistance and guidance to District management.

The Director will oversee a \$10.2 million budget and an additional \$749,000 dedicated to culture and belonging initiative. They will lead an engaged team of 23 staff and help modernize operations, building trust, and shaping the future of workforce development for over 800 Port tenants.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL BE A SKILLED CHANGE AGENT and relationship builder, ready to modernize outdated policies (some over 20 years old), drive workforce development initiatives, and enhance labor and employee relations in a highly unionized environment. This role requires a combination of strong technical expertise in organizational development, classification, compensation, and labor relations; visionary leadership for organizational development; and a people-centered approach to drive engagement and trust. The ideal candidate is a compassionate leader who thrives in complex organizational environments. They are equally skilled in strategic thinking and interpersonal communication, capable of leading change initiatives while building credibility and connection across all levels of the organization. Candidates with backgrounds in both public sector HR and community engagement will find this role especially rewarding.



They will also be...

- ▶ Collaborative,
- ▶ Organized,
- ▶ An Effective Problem Solver,
- ▶ Emotionally Intelligent,
- ▶ Politically Astute,
- ▶ Influential,
- ▶ Driven and Results Oriented, and
- ▶ A Dedicated and Proven Leader.

KEY DUTIES & PRIORITIES

- ▶ Provide strategic leadership across all HR functions.
- ▶ Rebuild internal trust and ensure a collaborative, equitable workplace.
- ▶ Oversee workforce development partnerships with schools and tenants.
- ▶ Direct the Small Business Enterprise program with a DEI and community inclusion lens.
- ▶ Update and implement modern personnel rules and policies.
- ▶ Represent the Port in labor negotiations and union engagements.
- ▶ Lead legislative advocacy related to workforce inclusion and contracting.
- ▶ Expand access and outreach through culturally competent community workshops.

MINIMUM QUALIFICATIONS

- ▶ A bachelor's degree in human resources, public/business administration, psychology, or related field; and
- ▶ At least 10 years of HR experience, including 5 years in a senior leadership or management role; and
- ▶ Labor relations/management and union environment; and
- ▶ Valid California driver's license or ability to obtain one upon appointment; and
- ▶ Ability to satisfactorily pass a background/reference check.

PREFERRED. Experienced in government/public sector setting.



SALARY & BENEFITS

Annual Salary: **\$186,090.00–\$276,977.00 DOE/DOQ**

Benefits (Placeholder):

- ▶ 100% paid Medical, dental, and vision insurance
- ▶ Retirement plan (2%@62)
- ▶ Annual Leave and Unclassified Leave
- ▶ Employee Assistance Program (EAP)
- ▶ 14 paid holidays
- ▶ Tuition reimbursement and professional development support
- ▶ Annual Executive Physical
- ▶ Monthly Car Allowance: \$600
- ▶ Annual Wellness Reimbursement

See the Port of San Diego's full benefits overview for executive roles:

BENEFITS OVERVIEW PDF

HOW TO APPLY

For first consideration, apply by **MAY 26, 2025**, by completing an application and attaching your cover letter and resume at:

WBCP JOB BOARD



SAVE THE DATES

Selected candidates must be available for both dates.

Interviews Day 1: **JUNE 23, 2025** (in-person)

Interviews Day 2: **JUNE 24, 2025** (in-person)

For questions, contact your recruiter:

Wendi Brown: **wendi@wbcpsc.com**

541.664.0376 | 866.929.WBCP (9227) toll-free

