

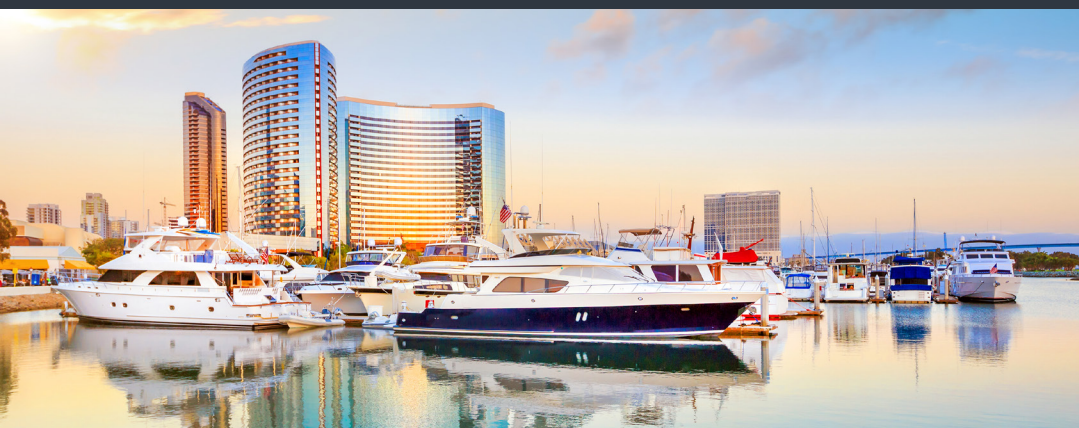


DIRECTOR, OFFICE OF EMERGENCY SERVICES

ANNUAL SALARY: \$183,310–\$297,523 DOE/DOQ

THE COUNTY OF SAN DIEGO, CALIFORNIA, seeks a dynamic, visionary, and collaborative leader to serve as its next Director of the Office of Emergency Services (OES). This executive position plays a pivotal role in safeguarding one of the largest and most diverse counties in the nation, leading a \$12.3 million department with 43 dedicated staff committed to the safety, resilience, and preparedness of the region's more than 3.3 million residents. Reporting directly to the Deputy Chief Administrative Officer for Public Safety, the Director will oversee all aspects of emergency management, including planning, prevention, mitigation, preparedness, response, and recovery, while serving as a trusted advisor to County leadership, elected officials, and community stakeholders. This is a rare opportunity to shape regional resilience and emergency response capabilities in a county defined by both its natural beauty and complex risks. This role is vital in a region facing diverse threats from wildfires and floods to earthquakes, pandemics, and terrorism. Lead San Diego's readiness. Protect its future. **Apply today to become the next Director of the Office of Emergency Services.**





THE COUNTY

SAN DIEGO COUNTY IS HOME TO 70 MILES OF COASTLINE, 18 incorporated cities, and a rich diversity of geography, cultures, and communities. With world-class beaches, a thriving urban core, mountain ranges, desert landscapes, and vibrant cross-border partnerships, San Diego is a dynamic region where innovation meets resilience.

[LEARN MORE ABOUT THE COUNTY](#)

[SEE THE ORGANIZATIONAL CHART](#)

[VIEW THE FY 25-27 BUDGET](#)



The County's commitment to a just, sustainable, and resilient future is embedded in every initiative, ensuring equity, access, belonging, and excellence are not just values, but operating principles. Learn more about the **San Diego County Strategic Plan**.



THE DEPARTMENT

THE OFFICE OF EMERGENCY SERVICES (OES) SAFEGUARDS

residents, infrastructure, and the environment as the County's hub for preparedness, response, recovery, and resilience. OES alerts and coordinates agencies during disasters, mobilizes critical resources, and guides recovery efforts, while developing and maintaining comprehensive plans and procedures that strengthen community resilience. The department operates an Emergency Operations Center, providing regional coordination across jurisdictions, and serves as staff to the Unified Disaster Council, a joint powers authority representing the County and all 18 incorporated cities. Nationally accredited through the Emergency Management Accreditation Program (EMAP), OES reflects San Diego County's commitment to excellence, accountability, and continuous improvement.

LEARN MORE



MISSION & VALUES

Coordinate the County's planning for, response to, and recovery from disasters to ensure safe and livable communities.

VISION. Safe, healthy and thriving communities.
Preparedness truly starts with you.

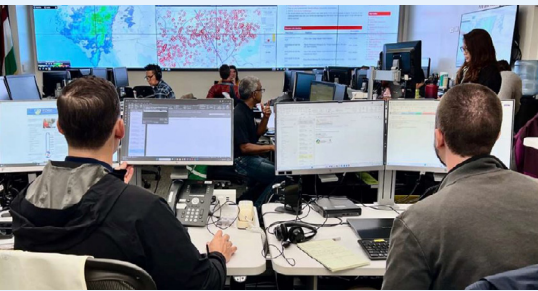
CORE VALUES. Integrity, Stewardship & Commitment

THE JOB

THE DIRECTOR OF OES PROVIDES EXECUTIVE LEADERSHIP for the County's comprehensive emergency management program, serving as both a proactive strategist and central coordinator during crises. This leader will inspire and support staff, guiding culture change to strengthen the department's adaptability, while building trust and resilience through deep engagement with community and critical local support organizations. The Director ensures 24/7 readiness of the Emergency Operations Center, provides County leadership with accurate and timely information for decision-making, and develops and implements plans for preparedness, communication, response, mitigation, and recovery. They oversee the production of After-Action Reports to capture lessons learned and drive continuous improvement, while coordinating closely with first responders, local jurisdictions, state and federal partners and the community we serve. As the County's representative to government, community organizations, and the private sector, the Director manages a multimillion-dollar budget, secures and oversees grants, and ensures compliance with mandates. Above all, this role requires a visible, trusted leader who champions whole community preparedness, response, and recovery, ensuring inclusive engagement and culturally competent communication during both planning and crisis response.

THE IDEAL CANDIDATE

THE NEXT DIRECTOR WILL BE A **RESULTS-DRIVEN, COMPASSIONATE**, and visionary leader with senior-level experience in public safety, emergency management, or homeland security, with a strong knowledge of California's Standardized Emergency Management System (SEMS), bolstered with a proven record of emergency management excellence. The County values leaders with local government experience who understand the urgency of timely decision-making and action. The successful candidate will demonstrate cultural sensitivity and a deep commitment to engaging with diverse and under-resourced communities, ensuring inclusive preparedness, response, and recovery. They will be skilled at translating Board policy into operational outcomes, balancing strategy with on-the-ground implementation. They will bring passion, urgency and the ability to inspire staff and communities through transition while setting sound operational goals and achieving measurable outcomes.



The ideal candidate will demonstrate the following core competencies...

Strategic Leadership: Takes charge and translates strategy and Board direction into measurable outcomes.

Communication & Urgency: Delivers clear, timely, and accessible information to the public, media, and partners, while ensuring decisions are made with urgency and precision.

Change Management: Leads organizational transformation, inspires staff, and cultivates a culture of resilience and innovation during change.

Collaboration & Engagement: Builds partnerships with elected officials, first responders, diverse communities, and regional stakeholders, leveraging outside resources when needed to strengthen recovery and resiliency.

Innovation & Equity: Ensures equity, cultural competency, and whole-community planning, while advancing data-driven, forward-looking emergency management strategies with a focus on underrepresented and vulnerable populations.



MINIMUM QUALIFICATIONS

- Five years of management-level experience that demonstrates the ability to perform the essential functions of the role.
- At least one year of supervisory experience.
- Bachelor's degree from an accredited college or university.
- Certified Emergency Manager (CEM) designation is highly desirable.

Note: A master's or doctoral degree from an accredited U.S. college or university, or a certified foreign studies equivalency, may substitute for up to one (1) year of the required experience.



SALARY & BENEFITS

Salary Range:
\$183,310–\$297,523 DOE/DOQ

Flexible Executive Benefits

Package: medical, dental, vision, life, and disability insurance

Defined benefit retirement

program through the San Diego County Employees Retirement Association

Generous paid leave: vacation, holidays, executive time off, and emergency family care leave

Relocation allowance up to \$20,000



**UNCLASSIFIED BENEFIT
SUMMARY (UCL)**

HOW *TO* APPLY

For first consideration, apply by
SEPTEMBER 30 at:

WBCP JOB BOARD



SAVE THE DATES

First round interviews will take place virtually on **OCTOBER 14**. Finalists will move forward to round two in-person interviews on **OCTOBER 20**. *Selected candidates must be available for both interview dates.*

QUESTIONS?

Please contact your recruiter, **Terri Maus-Nisich**, with any questions:

541.664.0376 direct
866.929.9227 toll-free
terri@wbcpsc.com

