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CAREER OPPORTUNITY

HUMAN RESOURCES DIRECTOR

**COUNTY OF SAN JOAQUIN
STOCKTON, CALIFORNIA**

HIRING RANGE: \$208,092–\$252,937 DOE/DOQ



THE COUNTY OF SAN JOAQUIN, CALIFORNIA, is seeking a **seasoned Human Resources Director** to lead its Countywide human resources function and serve as a trusted advisor to executive leadership and the Board of Supervisors. Reporting to the County Administrator, this role provides strategic and hands-on leadership over a comprehensive HR operation, including oversight of the Assistant Human Resources Director and the County's risk management and benefits programs. The Human Resources Director administers an approximate \$16.8 million departmental budget and oversees \$87.3 million in self-insurance funds for the County's risk management and benefits programs. The Human Resources Director advances effective labor relations, strengthens core HR practices, and supports the continued development of workforce practices and policies that promote long-term organizational effectiveness. The ideal candidate is a confident leader who brings strong negotiation experience paired with the ability to build credibility, communicate clearly, and support informed decision-making. *Lead a high-impact HR operation guiding complex labor, policy, and workforce decisions—apply today!*





THE COMMUNITY

SAN JOAQUIN COUNTY IS LOCATED IN CENTRAL CALIFORNIA, east of the San Francisco Bay Area, and is known for its strong agricultural roots and diverse, close-knit communities. Home to roughly 816,000 residents across approximately 1,392 square miles, the region blends vibrant cities such as Stockton and Lodi with growing residential areas and a more relaxed pace of living. San Joaquin County offers exceptional access to recreation and culture, from boating and outdoor activities along the Sacramento–San Joaquin River Delta to family-friendly attractions, and a thriving arts scene that includes the Stockton Symphony, the Bob Hope Theatre, the Grand Theatre, and the Stockton Civic Theatre. Its central location places residents within convenient reach of the San Francisco Bay Area, Sacramento, Lake Tahoe, Yosemite National Park, and surrounding vineyards, making weekend excursions easily accessible. The County’s economy is anchored by agriculture and supported by logistics, manufacturing, healthcare, education, and retail, with strong educational resources including the University of the Pacific, Humphreys University, Stanislaus State Stockton Campus, as well as other nearby CSU campuses, and a population that values collaboration, culture, and community engagement.

THE ORGANIZATION

THE COUNTY OF SAN JOAQUIN IS A GENERAL-LAW COUNTY ORGANIZATION committed to delivering effective, transparent, and responsive public services to a diverse and growing population. Governance and policy direction are provided by a five-member elected Board of Supervisors, which sets Countywide priorities, adopts the annual budget, enacts ordinances, and oversees programs that support residents, businesses, and communities. The Board works closely with the County Administrator’s Office, which manages day-to-day operations and coordinates approximately 28 departments and agencies delivering essential services such as public safety, health and human services, public works, environmental health, and economic development. In addition, several independently elected officials—including the Sheriff- Public Administrator, District Attorney, Assessor-Recorder-County Clerk, Auditor-Controller, and Treasurer-Tax Collector—are responsible for key functions related to law enforcement, fiscal oversight, and property and tax administration. With 8,300+ staff and an approximate FY 2026 budget of \$3 billion, the County serves both incorporated cities and unincorporated areas, emphasizing collaboration, accountability, and service excellence to enhance quality of life throughout the County.

[LEARN MORE ABOUT THE COUNTY](#)



THE DEPARTMENT

THE HUMAN RESOURCES (HR) DEPARTMENT

serves as a centralized, strategic partner to County departments, supporting the workforce in a fast-paced and collaborative environment. The Department delivers a full spectrum of human resources services, supporting employees, workforce strategy, and organizational effectiveness. With 63 staff and an operating budget of \$16.8 million, the Department values collaboration, continuous improvement, and ongoing learning, promoting a culture where employees learn from experience and continuously develop their skills. The HR team is supported by a strong leadership group that promotes accountability and models effective teamwork. Emphasis is placed on relationship-building across the organization, with a shared goal of ensuring County departments view Human Resources as a trusted, accessible, and solutions-oriented resource that works collaboratively to support operational success and a positive workplace culture.

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THE JOB

REPORTING TO THE COUNTY ADMINISTRATOR, the Human Resources Director (HR) plans, organizes, and directs all Countywide human resources programs and services for the County. They lead comprehensive HR operations encompassing recruitment and examination, classification and compensation, labor and employee relations, employee benefits, risk and safety, equal employment opportunity (EEO), staff development and training, policy administration, and position control. The HR Director oversees the Assistant HR Director and the departmental and self-insurance budgets, sets strategic direction, ensures effective service delivery, and maintains compliance with applicable Federal, State, and local employment laws. Providing executive oversight of Countywide labor relations, the Director works closely with the Labor Relations Manager and County leadership and holds signing authority for agreements approved by the Board. This position also serves as Secretary to the Civil Service Commission, providing guidance on civil service matters and policy development, and as the Plan Administrator for the County's \$600,000+ Deferred Compensation Plan, serving as the Chair of the Deferred Compensation Advisory Committee. The Human Resources Director is a highly visible, forward-facing leader who regularly interacts with executive leadership, the Board of Supervisors, department heads, and employee organizations.



The ideal candidate will demonstrate the following core competencies:

Relationship Building: Builds trust-based, collaborative relationships with the Board of Supervisors, department leadership, employee organizations, and staff to support effective decision-making and organizational alignment.

Political Acumen: Navigates an engaged political environment with sound judgment and credibility, and is forward-facing with the Board of Supervisors on sensitive HR and labor matters.

Presentation Skills: Effectively presents complex human resources, labor, and policy information in a clear, concise, and persuasive manner to the Board of Supervisors, executive leadership, and diverse stakeholder groups.

Learning Agility: Quickly adapts to new systems, policies, and organizational needs, demonstrating the flexibility and curiosity required to lead major initiatives and respond to evolving workforce and regulatory challenges.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A SEASONED public-sector human resources executive with significant experience leading complex HR operations within a county or civil service environment. They bring strong negotiation experience and a diverse HR portfolio spanning labor relations, risk management, employee benefits, classification and compensation, EEO compliance, and system implementation, along with the ability to provide clear, practical guidance on sensitive and high-risk employment matters. A confident, hands-on leader, the successful candidate leads with integrity, sound judgment, and accountability while remaining visible, approachable, and actively engaged with staff and leadership. As an effective mentor and communicator, they value developing teams, sharing knowledge, and strengthening internal capacity. The ideal Director builds trust-based and collaborative relationships, demonstrates strong emotional intelligence, communicates with empathy and clarity, and navigates complex organizational challenges with professionalism and a thoughtful, people-centered approach.





EMPLOYMENT STANDARDS

Education: Graduation from an accredited college or university with a Bachelor's Degree in public or business administration, personnel management, or a related field.

Experience: Seven years (7) performing public human resources management work, including at least five (5) years in a program management capacity with significant responsibility for supervising and administering one or more major human resources functions (e.g., recruitment, classification, labor relations, employee benefits, classification, risk/safety, equal employment opportunity, etc.).

DESIRED

- Master's Degree
- California public sector experience

UPCOMING PROJECTS & OPPORTUNITIES

COUNTYWIDE ERP IMPLEMENTATION. Leads the multi-year transition to the Workday ERP system, with HRMS go-live anticipated in 2027, serving as the primary business owner and a member of the steering committee to ensure HR priorities and requirements are fully integrated.

EEO COMPLIANCE & RISK MITIGATION. Leads efforts to strengthen EEO compliance, address existing gaps, and reduce organizational risk through updated policies, reporting, and oversight.

COMPENSATION & CLASSIFICATION MODERNIZATION. Directs comprehensive salary survey and classification update efforts to ensure competitive, equitable, and legally compliant compensation structures.

HUMAN CAPITAL MANAGEMENT (HCM) LEADERSHIP. Serves as the primary business process owner for the Human Capital Management system, ensuring HR processes, data integrity, and system functionality align with organizational needs and strategic objectives.



SALARY & BENEFITS

Annual Salary: \$208,092—\$252,937 DOE/DOQ, PLUS an attractive benefits package that includes:

- Auto Allowance of \$585 per month
- Defined benefit retirement plan with reciprocity with CalPERS
- 15 days of vacation leave per year (20 days after 10 years, 23 days after 20 years)
- 12 days of sick leave annually with unlimited accumulation
- 14 paid holidays per year
- 80 hours of administrative leave annually
- 125 Flex Benefits Plan
- 5% employer contribution to the County's 457 Deferred Compensation Plan
- Vacation Cash-Out of 15, 8-hour days annually
- Life insurance
- County contribution to health, vision, and dental plans (80/20 Split)

RECRUITMENT INCENTIVES

- Reimbursement of qualifying moving expenses up to \$8,000.
- **Vacation Accrual Rate:** The accrual rate is consistent with the candidate's total years of public service.
- **Sick Leave:** Credit for un-reimbursable hours, up to 160 hours.

HOW to APPLY

For first consideration, apply by **MARCH 11** at:

WBCP JOB BOARD



SAVE THE DATES

Round one virtual interviews will take place on **APRIL 3**. Round two in-person interviews will take place on **APRIL 20**. *Selected candidates must be available for both dates.*

QUESTIONS?

Please contact your recruiter, **Levi Kuhlman**, with any inquiries:

866-929-WBCP (9227) toll free

541-664-0376 direct

levi@wbcpsc.com