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C A R E E R O P P O R T U N I T Y

COUNTY EXECUTIVE OFFICER

COUNTY OF ORANGE | SANTA ANA, CALIFORNIA

ANNUAL SALARY: Up to \$460,000 DOE/DOQ

THE COUNTY OF ORANGE, CALIFORNIA, ONE OF THE NATION'S LARGEST, most dynamic, and influential county governments is seeking an exceptional County Executive Officer (CEO) to lead a high performing organization serving more than three million residents. Reporting directly to the five-member Board of Supervisors (Board), each elected to four-year terms, the CEO provides strategic leadership across all County operations, implements the Board's vision and priorities, and ensures the effective, efficient delivery of services that shape the region's quality of life.

Orange County (OC) is nationally recognized for its economic vitality, fiscal discipline, innovation, and collaborative approach to solving complex policy challenges. This is a unique opportunity for a seasoned public-sector executive to guide an organization known for its resilience, forward thinking leadership, and commitment to continuous improvement. The ideal candidate brings extensive executive management experience, sound judgment, political acumen, and a leadership style grounded on collaboration, accountability, and outcome. They will demonstrate a passion for public service, responsiveness, and a people-centered approach to serving the diverse communities of Orange County.

Dynamic, solutions-oriented individuals are encouraged to apply for this rare opportunity to have a positive impact on the future of Orange County.

THE POSITION

THE BOARD OF SUPERVISORS SETS THE COUNTY'S VISION

and policy direction, and the CEO provides executive leadership to implement those priorities across the organization. The CEO oversees a budget of \$10.8 billion, directly supervises 5 Chiefs and 10 appointed department heads, and leads day-to-day County operations, including direct and indirect oversight of the County's workforce of 18,000+ across 22 departments. In this role, the CEO translates Board policy into clear, actionable strategies and organizational priorities. They ensure the County operates efficiently, transparently, and in alignment with community expectations. In addition to internal leadership, the CEO engages with regional partners, state and federal agencies, and external stakeholders on matters of policy, funding, and regional significance.

Key Responsibilities Include:

- Serves as the primary administrative advisor to the Board of Supervisors, building strong working relationships that advance the Board's vision and support effective decision-making.
- Acts as the Board's executive agent, overseeing the implementation of authorized projects and programs.
- Provides direct oversight of all appointed department heads and their agencies with the exception of the Office of Independent Review, Office of Campaign Finance & Ethics Commission, Clerk of the Board, County Counsel and Internal Auditor.
- Leads the County's budget planning process, ensuring alignment with Board policies and long-range plans, and maintains ongoing fiscal oversight.
- Engages the County's diverse communities through transparent communication and inclusive outreach, ensuring their voices, lived experiences, and priorities inform policy development, service delivery, and long-term planning.
- Facilitates land-use decision making, prioritizing high-quality development, long-term economic vitality, measurable community benefits and overall sustainability.
- Conducts comprehensive management reviews and analyses of County programs, projects and departments, presenting findings and recommendations to the Board.
- Provides executive leadership for department head performance, accountability, and organizational alignment.
- Drives Countywide performance improvement, modernization, and operational excellence, bringing out the best in staff and maximizing their potential, while fostering work-life balance.

Candidates are encouraged to review the **Ordinance Code** outlining the roles and responsibilities of the County Executive Officer.



LEGISLATIVE PRIORITIES:

- Homelessness
- Housing Assistance
- OC Builds
- OC CARES
- OC Veterans Cemetery
- Opioid Epidemic
- Sustainability & Resiliency
- Workforce Development



UPCOMING PROJECTS & OPPORTUNITIES

The next CEO will help guide Orange County through a period of opportunity, growth, and forward momentum, including:

- Advancing the County's state and federal legislative priorities across public safety, healthcare, housing, infrastructure, environmental stewardship, and economic vitality.
- Strengthening regional and intergovernmental partnerships to secure funding, influence policy, and deliver coordinated solutions for the community.
- Leading enterprise-wide efforts related to fiscal sustainability, public safety, operational efficiency, and long-term capital planning including achieving an economic development vision.
- Navigating instability and future changes in Health and Human Services, including complex service delivery challenges in areas such as behavioral health, homelessness, justice services, and emergency preparedness.
- Supporting innovation, data-informed decision-making, and organizational modernization across County government including advancing the Enterprise Resource Planning (ERP) project.
- Being a transparent communicator and sharing information consistently; championing the County's progress and good work.
- Advancing future phases of the Civic Center Facilities Strategic Plan in line with County needs and priorities.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A SEASONED PUBLIC-SECTOR EXECUTIVE with a demonstrated ability to lead complex, multi-system organizations in service of the community. They bring a strong operational foundation, along with experience overseeing diverse service areas, and the credibility, sound judgment, and presence needed to operate effectively within a strong Board-governed environment. This leader is comfortable navigating the regulatory and legislative landscape, representing the County at all levels, and building trust across the organization and community. Experience overseeing significant capital, real estate, or economic development initiatives is highly valued, as is the ability to guide large-scale programs and investments. The next CEO will provide steady leadership through change and deliver results that support the Board of Supervisors' long-term vision—bringing the political and financial acumen, strategic perspective, and relationship-building skills needed to advance County priorities. They are people-centric and will be committed to public service and skilled in navigating the government at all levels, while thoughtfully engaging diverse communities.

MINIMUM QUALIFICATIONS

Education. Bachelor's degree from an accredited college or university.

Experience. Extensive executive-level experience in large and complex city/county public sector organizations.

PREFERRED

- Master's degree or other advanced degree.
- Experience working within a California local government.

THE OC

WHETHER FOR ITS CHARMING BEACH TOWNS, picturesque coastline, or cosmopolitan metro areas, Orange County welcomes millions of visitors annually and stands out as one of California's most iconic regions. As the sixth largest county in the United States, the region offers a temperate climate, abundant sunshine, top-ranked public and private schools, world-class cultural and entertainment destinations, and a robust economy anchored by healthcare, technology, tourism, advanced manufacturing, and professional services. Orange County is also one of the safest large counties in the state, with vibrant, historic, and diverse neighborhoods—from Little Saigon and Little Arabia to arts-focused Downtown Santa Ana and the historic charm of Old Towne Orange— making it the perfect place to live, work, and explore.



THE OC
From Cities to
Shorelines



3+
MILLION DIVERSE RESIDENTS



34
INCORPORATED CITIES



**Learn more about the County & Read
Our Mission and Vision**

View the Organizational Chart

See the Strategic Financial Plan





THE COUNTY EXECUTIVE OFFICE

THE COUNTY EXECUTIVE OFFICE SERVES AS THE COUNTY'S CENTRAL ADMINISTRATIVE and strategic leadership function, supporting the Board of Supervisors in their governing of one of the nation's largest county organizations. With a FY 2026 budget of \$32.2 million, the County Executive Office provides strategic oversight and coordination across countywide operations, including but not limited to budget and financial management, human resources, information technology, government and community relations, and real estate services. The Office plays a key role in advancing Board priorities, supporting policy implementation, and ensuring alignment across departments. Through disciplined fiscal planning, performance management, and cross-departmental collaboration, the County Executive Office helps drive organizational effectiveness and the delivery of high-quality services to residents, businesses, and visitors.

[READ MORE](#)





SALARY & BENEFITS

The annual salary for this position is **up to \$460,000 DOE/DOQ, PLUS** an attractive benefits package that includes retirement, health insurance, life insurance, sick leave, vacation accrual, auto allowance, education reimbursement, and additional benefits.

[READ DETAILED BENEFITS INFORMATION](#)

[SEE ADDITIONAL BENEFITS INFORMATION](#)



HOW to APPLY

For first consideration, apply by **MARCH 23** at:

[WBCP JOB BOARD](#)



SAVE THE DATES

Interviews will take place in-person with the Board of Supervisors on **MAY 5** and **MAY 6**. *Selected candidates must be available for both dates.*

QUESTIONS? Please contact your recruiter, **Wendi Brown**, with any inquiries:

866.929.WBCP (9227) toll-free | **541.664.0376** direct
wendi@wbcpinc.com