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COUNTY SURVEYOR

COUNTY OF SAN BERNARDINO

SAN BERNARDINO, CALIFORNIA

ANNUAL SALARY: $148,720–$213,428 DOE/DOQ*

THE COUNTY OF SAN BERNARDINO, CALIFORNIA, is seeking a technically skilled and forward-thinking leader to serve as its next County Surveyor, guiding essential surveying and mapping operations across the largest county in the contiguous United States. Reporting to the Assistant Director of Public Works and leading a 19-position operation with a total program budget of approximately $4.9 million, the County Surveyor has the opportunity to modernize operations, expand in-house surveying capabilities, and shape how the Division supports development and infrastructure across the region. The ideal candidate combines strong technical judgment with a collaborative leadership style, bringing fresh perspectives, a commitment to staff development, and the ability to build productive partnerships. **Apply today and help shape the infrastructure and future development of San Bernardino County!**









THE COMMUNITY

SAN BERNARDINO COUNTY HAS A BEAUTIFUL NATURAL ENVIRONMENT with towering mountains, lush palm trees, and a colorful variety of desert plants. The surrounding landscape provides a plethora of recreational opportunities, from boating on the serene waters of Lake Arrowhead, exploring vast desert vistas at Joshua Tree National Park, and hiking the arid expanses of the Mojave National Preserve. Beyond its stunning beauty, the County is a hub of economic activity, with sectors ranging from logistics and manufacturing to healthcare and tourism. It is also located near larger urban areas like Los Angeles and Orange County, providing access to additional amenities such as entertainment and dining options. The County's history is deeply rooted in the pioneering spirit of the American West, evident in its numerous historic sites, museums, and cultural landmarks. The County spans 20,105 square miles with 24 incorporated cities, and is home to 2.2 million diverse residents. It also boasts reasonable costs of living in the State of California, approximately 20% lower than the State average!

THE COUNTY

SAN BERNARDINO COUNTY, THE LARGEST COUNTY IN THE CONTIGUOUS United States by area, has 27,000+ full-time employees and manages an annual budget of approximately $10.9 billion. It is comprised of 42 departments and agencies, which are staffed by dedicated public service professionals who provide a wide range of vital services. The County's organizational culture is defined by four pillars: **value**, **innovation**, **service**, and **vision**.

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THE DEPARTMENT & THE DIVISION

THE DEPARTMENT OF PUBLIC WORKS PLAYS A VITAL ROLE in maintaining and improving essential infrastructure and services throughout the county. The Department oversees transportation, flood control, land surveying, solid waste management, and special districts, ensuring safe, reliable, and sustainable services for residents and businesses. Committed to public safety, environmental stewardship, and operational excellence, the Department works collaboratively with communities and public agencies to support responsible development, maintain critical infrastructure, and enhance the quality of life throughout San Bernardino County.

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THE SURVEYOR DIVISION OPERATES WITHIN the Department of Public Works, maintaining accurate land boundary records and facilitating responsible development throughout San Bernardino County. With 19 budgeted positions and an operating budget of $4.9 million, the Division reviews subdivision maps, prepares legal descriptions and maps for County departments, and provides guidance to the public on land boundary matters. It also conducts boundary and construction surveys, preserves survey monuments, and ensures compliance with applicable laws, ordinances, and development standards.

THE JOB

REPORTING TO THE ASSISTANT DIRECTOR OF PUBLIC WORKS and appointed by the Board of Supervisors, the County Surveyor provides strategic and operational leadership for the Surveyor Division, with responsibility for its staff and divisional budget. This position directs land surveying, mapping, and regulatory compliance activities while advancing operational efficiency, staff development, and responsive service delivery throughout San Bernardino County.

Key Responsibilities Include:

- Directing field and office surveying operations, including boundary and construction surveys, mapping services, and survey record maintenance.
- Reviewing and approving subdivision and parcel maps, records of survey, and other land development documents, ensuring compliance with Planning Commission conditions and applicable laws.
- Overseeing right-of-way mapping, legal descriptions, and mapping related to election precincts, annexations, incorporations, and special districts.
- Providing technical guidance and resolving complex surveying, boundary, and land development matters.
- Developing division policies and procedures, administering budgets and fiscal controls, and recommending fee schedules to support cost recovery.
- Strengthening coordination with Land Use Services, other County departments, elected officials, regulatory agencies, developers, private surveying firms, and the public.
- Building team performance through mentorship, knowledge sharing, succession planning, and a collaborative work environment.
- Guiding operational improvements, technology modernization, and long-term planning to enhance the Division's capabilities and service delivery.

UPCOMING PROJECTS & OPPORTUNITIES

DIGITAL RECORDS MODERNIZATION & FACILITY TRANSITION. Lead the digitization of historical survey records, including scanning and organizing existing files in preparation for the Department of Public Works' anticipated move to a new building within the next three years.

FIELD SURVEY OPERATIONS & EXPANSION. Oversee field surveying activities and evaluate opportunities to expand from two survey crews to potentially four to six, strengthening in-house capabilities, increasing operational capacity, and reducing reliance on outside consultants.

TEAM CULTURE & SUCCESSION PLANNING. Build a collaborative, engaged team culture through mentorship, knowledge sharing, and professional development while preparing staff for future leadership opportunities.

RIGHT-OF-WAY & GIS MAPPING. Strengthen right-of-way and GIS mapping operations, enhance coordination with County departments, and identify opportunities to improve mapping processes and service delivery.

OPERATIONAL EFFICIENCY & FINANCIAL SUSTAINABILITY. Sustain the Division's 20-day map review goal, maintain timely processing of development maps, and explore innovative funding strategies to support long-term operations.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE BRINGS DEMONSTRATED EXPERIENCE in land surveying, mapping, subdivision review, and California surveying regulations, paired with effective leadership to guide a complex and evolving operation. They possess strong financial and operational management skills, a solutions-oriented mindset, and an openness to emerging technologies, including AI. Familiarity with Southern California's surveying community and experience working with public agencies are highly desirable. Confident yet humble and approachable, the County Surveyor demonstrates integrity, sound judgment, and a strong commitment to customer service. They communicate effectively with elected officials, developers, regulatory agencies, and County departments, navigating complex stakeholder interactions with professionalism and diplomacy. As a supportive and engaged leader, they empower employees, encourage knowledge sharing, and create opportunities for professional growth and succession planning. Self-driven and adaptable, the successful candidate brings the initiative and vision to guide the Division's continued success.

The ideal candidate will demonstrate the following core competencies:

Surveying & Regulatory Expertise: Applies California surveying laws, subdivision regulations, boundary principles, and mapping standards to ensure technical accuracy, legal compliance, and sound decision-making.

Strategic Planning & Resource Management: Aligns staffing, budgets, and operational priorities with long-term needs while identifying opportunities for sustainable funding and expanded service capabilities.

Technology & Process Improvement: Leverages GIS, digital records management, and modern surveying tools to streamline workflows, improve accuracy, and enhance service delivery.

Interagency Coordination & Public Representation: Navigates complex land development matters, maintains relationships with state licensing boards and professional surveying associations, and coordinates with County departments and regulatory agencies on technical and public-facing matters.

EMPLOYMENT STANDARDS

Education: A Bachelor's degree in Land Surveying, Geomatics or Civil Engineering, or a closely related field.

Experience: Six (6) years of progressively responsible experience as a state-certified Professional Land Surveyor, including four years of supervisory or management experience. **An equivalent combination of education and experience may be considered for this opportunity.**

License: The County Surveyor must have a valid Land Surveyor's license issued by the California Board for Professional Engineers, Land Surveyors, and Geologists or be a civil engineer registered in California prior to January 1, 1982 with a license number below C33966 (B&P Code § 8725–8731).

DESIRED

Experience practicing surveying in California and knowledge of applicable local, state, and federal regulations, laws, codes, and ordinances.

COMPENSATION & BENEFITS

Annual Salary: $148,720 – $213,428 DOE/DOQ*

*The County also offers an alternative **Modified Benefit Option (MBO)** that provides the opportunity to convert from a regular position with traditional benefits to a regular position with modified benefits and a 4% wage differential.

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- County pension (**www.sbcera.org/**) vested after five years of service
  - 2% at age 55 (Tier I)
  - 2.5% at age 67 (Tier II)
  - Reciprocity provisions may apply
- 401(k) Defined Contribution Plan with 2 times employee contribution, up to 8%
- 457(b) Deferred Compensation Plan with County contribution 1/2 times employee contribution, up to .5%
- Retirement Medical Trust (RMT) with County Contribution (based on service hours)
- Medical and Dental Insurance for the employee and eligible family members with premium subsidies
- County paid Vision Insurance for the employee and eligible family members
- **Basic Term and Group Universal Life Insurance**
- **Short-Term Disability**
- **Sick Leave:** 3.69 hours per pay period
- **Vacation:** 80-160 hours per year, based on service hours; maximum carryover of 480 hours
- **Admin Leave:** 80 hours per year. Unused balance will cash out in pay period 26
- **Holidays: 1**4 paid per year, plus one paid floating holiday; maximum carryover of 120 hours
- **Perfect Attendance:** Up to 16 hours of PAL
- **Bereavement:** 3 days per occurrence
- **Voluntary Programs:** Supplemental Term Life Insurance, AD&D Insurance, Flexible Spending Account, Dependent Care Assistance Program, 529 Savings Plan, Combined Giving, Commuter Service, Employee Discounts, Wellness Program, Employee Assistance Program, Annual Tuition Reimbursement, Tuition Loan Repayment, and Healthy Lifestyle Program
- **Relocation Assistance Available:** Up to $10,000 based on actual expenses incurred and documentation.
- **Eligible for "9/80" Work Schedule**

See full benefits information, including information regarding a Modified Benefit Option (MBO) here

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HOW TO APPLY

For first consideration, apply by **DECEMBER 17, 2026** at:

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WBCP JOB BOARD

INTERVIEW PROCESS. Interviews are anticipated to happen in the **third** and **fourth week of JANUARY 2027**.

QUESTIONS? Please contact your recruiter, **Terri Maus-Nisich**, with any inquiries:
terri@wbcpinc.com
866.929.WBCP (9227) toll free
541.664.0376 direct

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