



2024 JOB RECRUITMENT

CHIEF HUMAN RESOURCES OFFICER

ANNUAL SALARY: \$163,063 - \$194,875

THE ORGANIZATION

Kern County is focused on three strategic goals:

- Enhancing the quality of life for our residents
- Becoming a model of excellence in how we manage our business and workforce
- Developing and growing a thriving, resilient, regional economy

We'll achieve this by investing where it benefits our community most, delivering sustained value in programs and services, strengthening our fiscal outlook, preparing for the future, developing our workforce, delivering smart change, developing strong public and private partnerships, and diversifying our tax base.

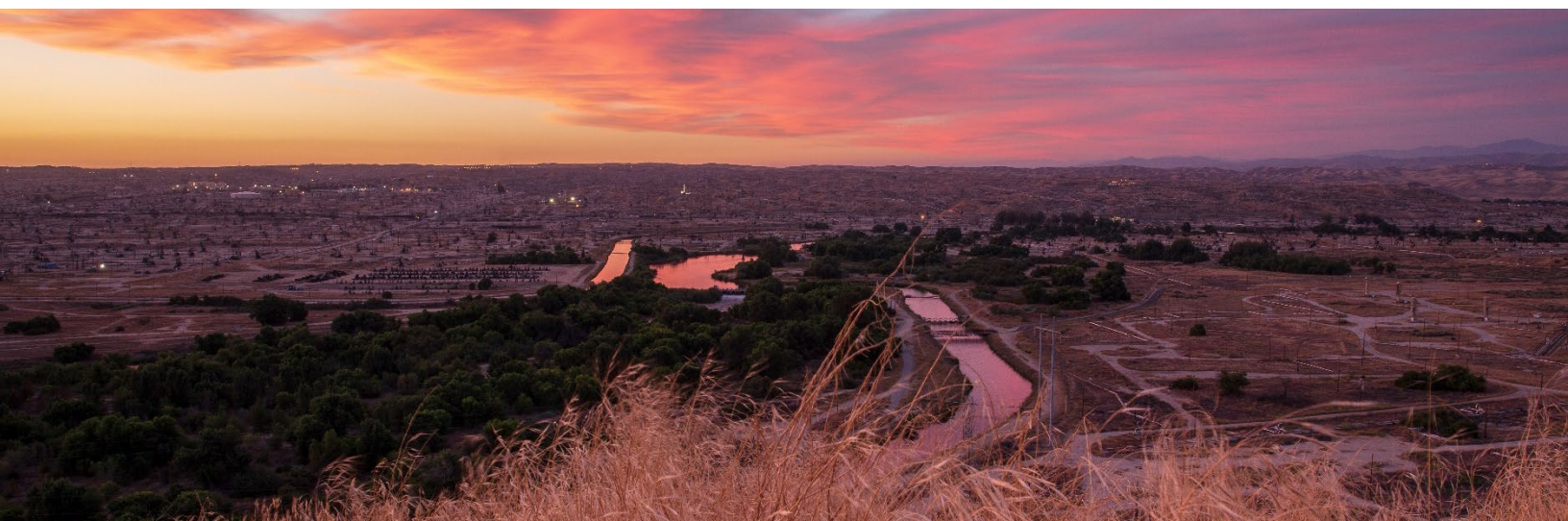
THE COMMUNITY

Founded in 1866, Kern County (the County) is home to a thriving population of nearly 914,000 people. Located at the southern end of the Central Valley, the County is the third largest in California, boasting a total area of over 8,000-square-miles. The County's geography is varied and unique, including parts of California's Coast Ranges, the Sierra Nevada Mountains, and the Mojave Desert. The County offers many exciting recreational opportunities, including whitewater rafting, boating, hiking, camping, and exploring.

The County provides a safe, healthy, and diverse environment for its residents, with easy access to a variety of museums, restaurants, and entertainment venues. California State University Bakersfield also calls Kern County home, providing a world-class education to over 10,000 students. Residents of Kern County are also connected to California's major transportation arteries, including Interstate 5 and Route 395.

Kern County is the nation's leader in agriculture production and is the energy capital of California. Our region's economy is diversified with tourism, transportation, logistics and advanced manufacturing, aerospace and defense, energy and natural resources, health care services, and a growing technology sector. We maintain a business-friendly atmosphere and offer an enterprising approach to growth and development.

The County is governed by a five-member Board of Supervisors who work through the County's Chief Administrative Officer, James L. Zervis. The County's workforce is dedicated to serving residents and exceeding their expectations at every turn.



THE POSITION

Serving at the direction of the Chief Operations Officer, the Chief Human Resources Officer (CHRO) is an at-will position and a key leadership member of the County Administrative Office's executive team. Kern County's CHRO is the executive manager within the Division of Human Resources and provides management and oversight of all human resource matters affecting Kern County.

Essential functions of the Chief Human Resources Officer position include but are not limited to:

- Administers and enforces the rules of the Civil Service Commission.
- Investigates and reports on any violations of the rules of the Civil Service Commission.
- Maintains a roster of all County employees in the classified service and a record of all Civil Service examinations.
- Oversees all matters pertaining to the preparation and conduct of Civil Service examinations.
- Oversees and administers the completion and certification of the County's payroll.
- Administers the County classification and compensation plan.
- Maintains and administers the human resources policies of the County.
- Manages the County's learning and development training program.
- Serves as the County's equal employment opportunity officer.
- Serves as the volunteer/employee coordinator in a declared local emergency.
- Coordinates and administers the County employer-employee relations program.
- Serves as chief negotiator in negotiations with recognized employee organizations.
- Develops and recommends county policy positions with respect to changes in wages, hours, and other terms and conditions of employment.
- Gathers and interprets data on employee benefits, hours, working conditions, and wages.
- Interprets and explains Employer-Employee Relations Resolution and memorandum of understanding.
- Serves as the liaison with management and employee groups in assisting with the resolution of employee disputes.
- Negotiates with health plan and other employee benefit providers and administers the employee and retiree benefit programs.
- Advises and assists operating departments on other human resource matters.

- Administers the County's unemployment compensation insurance program.
- Keeps up-to-date on new trends and developments in labor and employment law and in the human resources field.

DO YOU HAVE WHAT IT TAKES?

Minimum Qualifications:

- Bachelor's degree from an accredited college or university with a focus in human resources, business, public administration, or another closely related field.
- Seven years of senior-level or professional experience in the field of human resources management or labor relations.
- Five years of management and supervisory experience.

Preferred Qualifications:

- Master's Degree from an accredited college or university in Public Administration or Business Administration or a Juris Doctor degree may substitute for two years of experience.
- Nationally recognized human resource certification (i.e., SHRM, PHR, etc.)
- A green belt or higher designation in the Lean Six Sigma discipline.
- Human resource or labor relations experience in the public sector.



OUR IDEAL CANDIDATE IS:

A Visionary capable of aligning workforce recruitment and retention objectives with organizational goals and aspirations.

A Leader who can handle challenges in a fast-paced environment with diverse human resource issues and execute creative strategies to drive change initiatives and foster motivation and innovation among staff.

An Effective Communicator with excellent interpersonal skills focused on building an environment where diverse teams can work together, and differing ideas can be leveraged for the health and well-being of our workforce and community.

A Collaborative Strategic Partner with a focus on building relationships and establishing trust with County departments, community-based organizations, Kern County residents, and other stakeholders.

The Possibilities are Boundless for a human resources leader who questions the status quo, dares to ask why, hits the ground running, and redefines priorities through visionary leadership.

THE COMPENSATION

The annual salary range for the Chief Human Resources Officer position is **\$163,063 - \$194,875**. Placement within this range is dependent upon qualifications. The County also offers an attractive benefits package including:

Retirement - 401(a) defined benefit retirement plan

Deferred Compensation - 457(b) deferred compensation plan with up to 6% employer match

Life Insurance - Employer paid \$400,000 life insurance coverage, alternate life and disability plans are available

Vacation - Generous vacation and sick leave accruals

Holidays - Twelve (12) paid holidays annually

Certification Pay - 5% additional pay for possession of a SHRM-CP, SHRM-SCP or California State Bar license

TO APPLY

If you are interested in this outstanding opportunity, please email your resume, letter of interest, and a list of three (3) references to Jason Wiebe at wiebej@kerncounty.com. Priority consideration will be given to applicants who submit their materials by **5:00 p.m. on February 12, 2024.**

Resumes will be screened according to the qualifications outlined above and the most qualified candidates will be invited to the interview process. References will be contacted only following candidate approval.