KERN COUNTY
GROUNDED & BOUNDLESS



DIRECTOR OF DIVERSITY, EQUITY, AND INCLUSION

KERN COUNTY, CALIFORNIA

THE COMMUNITY:

Nestled in the beautiful southern edge of the San Joaquin Valley, Kern County is the third largest in California with more than 8,000 square miles of mountains, valleys, and desert communities. As one of the richest agricultural and energy producing regions in the nation, Kern County enjoys an expanding economy diversified through tourism, distribution centers, aerospace and defense, natural resources, and an emerging tech scene. As the area has evolved, Kern County has maintained a business-friendly atmosphere with an enterprising approach to growth and development.

With one of the most affordable residential areas in California, Kern County is the ideal place to raise a family. Kern residents possess strong community pride, education, and tradition, valuing tight-knit friendships, outdoor activities, Friday night football games, and the delicacy of local cuisine. Kern County is ethnically diverse and largely rural, with a population of 875,000. Bakersfield, with a population of nearly 370,000 residents, is Kern County's government and metropolitan center. Within these city limits, two robust local colleges lead forward-thinking ideals through California State University Bakersfield, and Bakersfield College. This Central Valley community is located just two hours north of Los Angeles and a few hours from California's beautiful national parks, with ample opportunities for recreation, tourism, and entertainment.



THE ORGANIZATION:

Kern County has over 8,000 employees providing a host of government services to its residents, business, and visitors. The County is led by a five-member Board of Supervisors elected to serve their diverse constituent districts of equal population. The Board of Supervisors provides leadership and direction to nearly 30 different county departments of various sizes and makeup. The range of services these departments provide include law enforcement, fire protection, social services, behavioral health, and many other general government functions.

The County's administrative operations are led by our Chief Administrative Officer. The services provided by our Administrative Office include purchasing, building and parks maintenance, information technology, economic development, budget and finance, communication, and of course, human resources. The human resource function is handled through our Human Resources Division and the Chief Human Resources Officer.

Kern County has an annual budget of over $3 billion, which is appropriated each year through our budget process. The focus of our budget and service delivery is on the achievement of Kern County's strategic goals and objectives, which include:

- Enhancing the quality of life for residents.
- Becoming a model of excellence in how we manage our business and people.
- Fostering a culture of innovation.

To accomplish these bold objectives we seek diverse voices and opinions from our constituents, employees, and leadership. Kern County is a healthy, thriving, and forward-moving organization.



THE DIRECTOR of DIVERSITY, EQUITY, and INCLUSION (DEI):

The Director of DEI is a senior-level manager within the Division of Human Resources of the County Administrative Office. The Director of DEI is responsible for defining, planning, organizing, and managing the operations and activities of the county's diversity, equity, and inclusion strategy and program. The Director of DEI reports directly to the Chief Human Resources Officer. The Director of DEI will be working across our organization to build workforce culture and strategy that take into account diversity. They will be assisting with the development of policies that lead to a more inclusive workplace for all County employees. The Director works as staff to our Kern County Human Relations Commission and will assist in making it an effective venue for discussion of DEI matters throughout our community.

The Director of DEI must also meet the following qualifications:

- Bachelor's degree from an accredited college or university with a focus in human resources, sociology, public administration or another closely related field.
- Five years of progressively responsible professional experience providing guidance and program development related to equal employment opportunity, civil rights or social justice programs focusing on DEI.
- Two years of supervisory and/or management experience.
- Possession of a valid California Driver's License upon appointment.



THE IDEAL CANDIDATE:

Kern County's next Director of DEI will be a forward-thinking leader who connects our County's diversity goals with our business strategies. They will be a strong communicator and be able to develop strong partnerships with both internal and external stakeholders. This successful candidate will also be a bold actor showing courage in exploring new ways to add diverse voices to our organization. They must be a positive, steadfast, and perseverant individual who can take constructive suggestions and mold them into a cohesive and collaborative strategy. Kern County is looking for someone with the experience and knowledge in diversity, equity, and inclusion matters to successfully implement the County's DEI initiative across our entire workforce.



COMPENSATION and BENEFITS:

The following compensation package is applicable to all candidates for the position:

- Base annual salary range - $84,792.00 - $103,512.00
- Kern Flex (10% of base) - $8,479.20 - $10,351.20

The following additional compensation package is applicable to candidates employed by Kern County on or after October 27, 2007:

- Premium Pay (6% of base) - $5,087.52 - $6,210.72
- Deferred Compensation Match (up to 6% of base) - $5,087.52 - $6,210.72

The benefits associated with this position include:

- Medical/Dental/Vision/Prescription coverage with a 20% employee premium.
- $100,000 life insurance benefit
- Voluntary benefits, including disability coverage, life insurance, and flexible spending accounts
- Defined benefit retirement plan
- Deferred compensation 457 plan
- 12 paid County holidays
- Paid sick leave and vacation hours depending on years of service



RECRUITMENT PROCESS:

The recruitment for this position is based upon an appraisal of the qualified applicants (100% weighted). The appraisal includes an initial screening of each qualified applicant's education and experience. Candidates who have passed the initial screening will be invited to an oral examination with an impartial interview panel. The interview panel will score and rank those candidates for placement on an eligible list. The top seven candidates will be certified to the Human Resources Division for further interview and selection. All candidates must achieve a passing score of 70% on the oral examination to be eligible for appointment.

ANTICIPATED RECRUITMENT DATES (subject to change):

- Application period closes - **April 2, 2021**
- Initial applicant screening - Week of **April 5, 2021**
- Oral examination - Week of **April 19, 2021**
- Interview of certified candidates - Week of **April 26, 2021**
- Finalist interviews - Week of **May 3, 2021**

Each recruitment phase may be eliminated based upon the number of qualified candidates.

To apply for the Director of Diversity, Equity, and Inclusion complete the application **here**.

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