



2022 JOB RECRUITMENT
COUNTY OF KERN - PUBLIC WORKS FINANCE DIRECTOR
\$113,285 - \$138,296



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/private partnerships and diversifying our tax base.

The mission of Kern County Public Works is to provide public infrastructure, facilitate development, and deliver services that protect and enhance the lives of Kern County.

THE COMMUNITY

Kern County is the third-largest county in California geographically with over 8,000 square miles of beautiful mountains, valleys, and deserts. As one of the most affordable regions in California, Kern County is an ideal place to both live and raise a family. Population growth remains high, bolstered by a young population, growing job opportunities, and affordable home prices. According to the 2020 census, Kern County has nearly 910,000 residents.

Kern County is the nation's leader in agriculture and crude oil production and is enjoying an economy 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 POSITION

The Public Works Finance Director is an at-will position and serves at the pleasure of the Director of Public Works. The successful candidate will be responsible for the financial operations and activities of the Financial Division within the Public Works Department, report to the Director of Public Works, and functions as part of the department's executive management team.

The Public Works Finance Director provides complex technical and administrative direction to management and administrative staff involved in general accounting, development and maintenance of the department budget, financial analysis and reporting, and forecasting revenues and expenditures. They advise and assist the Director in establishing funding priorities, determining service levels, and allocating budget resources. Incumbents are expected to demonstrate a high level of independent thinking and initiative while performing duties independently, exercising good judgment and decision-making.

THE PUBLIC WORKS DEPARTMENT

The Kern County Public Works Department is responsible for the planning, design, construction, maintenance, and operation of roads, bridges, traffic signals, sanitary landfills, recycling centers, wastewater treatment plants, the public transit center, and other public-owned facilities.

The Department strives to provide quality services which include, road permit inspection, building inspection, building plan check, code compliance, engineering and surveying review of proposed land development, solid waste disposal, hazardous waste disposal, wastewater treatment, public transportation, and community outreach.

THE IDEAL CANDIDATE MUST

DEMONSTRATED EXPERIENCE

- Record of strong fiscal stewardship
- Have a proven record of working well with people from diverse racial, cultural, and socio- economic backgrounds
- Have significant experience in managing staff engaged in accounting, budgetary, administrative, and reporting activities
- Have knowledge of strategic management and organizational development and the practices and procedures applicable to the management of various accounting systems

CULTIVATED SUCCESS

- Create and maintain an environment where excellence and innovation thrive
 - Provide timely, accurate, and relevant information on critical issues to executive management of the Public Works Department
 - Work collaboratively with other County departments, allied agencies, and other community stakeholders to achieve the goals of the County and Public Works Department
 - Assist the Directors and executive management in formulating and evaluating fiscal goals, programs, policies, and procedures

Candidates **MUST** possess a bachelor's degree from an accredited college or university with a focus in finance, accounting, business administration or another closely related field **AND** have a minimum of five years management experience in government or private industry accounting or finance, including the responsibility for planning, organizing, and directing a mid to large, complex fiscal section of an agency or organization.

THE PACKAGE

- The salary range for the position, depending on experience, is \$113,285 - \$138,296
- 401(a) defined benefit retirement plan
- 457(b) deferred compensation plan with up to 6% employer match
- Employer paid \$400,000 life insurance coverage
- Alternate life and disability insurance plan available
- Generous vacation and sick leave accruals

HOW TO APPLY

Submit your cover letter and resume to rodriguez@kerncounty.com. This position will remain open until filled. **An initial screening of candidates will begin for those who apply by 5:00pm on February 18, 2022.** If you want to gain an advantage over the competition, please be sure to include the following:

- Details of your administrative, fiscal and management experience
- Scope of responsibility
- Number and level of staff managed
- Education, relevant certifications/licenses, and additional training
- Experience with strategic planning, budgeting and fiscal management
- 3 professional references