County of Santa Cruz

Invites you to apply for:

Resource Planner III/IV

Open and Promotional

Resource Planner III - SALARY: $8,081 - 10,230/ MONTH

Resource Planner IV - SALARY: $9,374 - 11,859/MONTH

Women, people of color, and people with disabilities are encouraged to apply.

Closing Date:
Friday, January 16, 2026

Supplemental Questionnaire Required

An application must be submitted for each Resource Planner level position of your interest.

To apply, go directly to:
www.santacruzcountyjobs.com
or Scan the QR code

SCAN ME

THE JOB:

Conducts field inspections and identifies and evaluates hydrologic, biologic, geologic and related environmental conditions; reports findings for internal staff, reviewing bodies, and the public; identifies water resource management priorities, addresses potential violations of environmental regulations. The current vacancy is for an **Environmental Resources Planner in the Planning Department.** The list established from this recruitment will be used to fill the current vacancies and any future vacancies during the life of the list.

Specialized assignments include:

Planning Department Assignment: Beyond the work described above as THE JOB, Senior or Advanced Journey Level Resource Planners in the Planning Department are expected to have scientific knowledge and training. Positions in this class are responsible for complex long-range environmental and resource planning studies, analyses or project review in the fields of watershed management, water quality, water resources, solid waste management, geology, flood control, erosion control or related disciplines. At the Resource Planner IV level, Incumbents work under general direction to perform the most controversial and technically complex environmental and resource planning assignments; ensure quality assurance standards are maintained for resource planning studies; track, monitor and advocate legislation; develop policy; and may serve as project leader on multifaceted programs. Resource protection expertise may include riparian or other sensitive habitat identification and restoration, CEQA implementation, specific species of flora or fauna, geologic or geotechnical issues, or fuel load reduction. They will work closely with geotechnical staff, project planners, code compliance staff and other departments such as Environmental Health and Public Works. A suitable applicant for the Resource Planner III/IV position will have experience in resource management as described above and have working knowledge of legislative processes and policy formulation.

THE REQUIREMENTS:

Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain these knowledge and abilities would be:

Resource Planner III One year of journey level resource planning experience equivalent to a Resource Planner II at Santa Cruz County.

Resource Planner IV One year of journey level resource planning experience equivalent to a Resource Planner III at Santa Cruz County.

Required knowledge and abilities: To view the list of required knowledge and abilities go to the County of Santa Cruz employment opportunities site at:

https://www2.santacruzcountyca.gov/personnel/Specs/TM9spec.html

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list.The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received:1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

RESOURCE PLANNER III / IV - SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Please describe your experience conducting field inspections, identifying and evaluating biologic, geologic and related environmental issues and preparing relevant reports to summarize the information. Include any experience you have related to environmental permitting/evaluating biological, cultural, geologic or other relevant topics, relating to Santa Cruz County.

2. Please describe your working knowledge of laws and relations related to resource planning and environmental protection. Include details of any knowledge/experience you may have within Santa Cruz and/or surrounding counties.

3. Describe your knowledge of and experience working with the California Environmental Quality Act. What ideas do you have or avenues do you see for reducing non-compliance across the state and/or in Santa Cruz County?

4. Please add any additional information that you think may be relevant to the advertised role, including training and experience such as public speaking, dealing with ambiguity, multi-cultural experience, grant writing, leadership, etc.

EMPLOYEE BENEFITS

ANNUAL LEAVE - 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.
HOLIDAYS - 14 paid holidays per year.
BEREAVEMENT LEAVE - 3 days paid in California, 5 days paid out-of-state.
MEDICAL PLAN - The County contracts with CalPERS for a variety of medical plans.For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.
DENTAL PLAN - County pays for employee and eligible dependent coverage.
VISION PLAN - County pays for employee coverage. Employee may purchase eligible dependent coverage.
RETIREMENT - Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.
LIFE INSURANCE - County paid $20,000 term policy. Employee may purchase additional life insurance.
DISABILITY INSURANCE - Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN - Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."
H-CARE PLAN - Employees who pay a County medical premium may elect this pre-tax program.
HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) - Employees may elect this pre-tax program to cover qualifying health care expenses.
DEFERRED COMPENSATION - A deferred compensation plan is available to employees.

NOTE: The provisions of this bulletin do not constitute an expressed or implied contract.

County of Santa Cruz
www.santacruzcountyjobs.com
LIVE Here **WORK** Here **PLAY** Here

AM/mg 12/25