

County of Santa Cruz

Invites you to apply for:

DEPUTY COUNTY EXECUTIVE OFFICER

SALARY: \$203,715– 273,021 / ANNUALLY

**CLOSING DATE:
FRIDAY, DECEMBER 5, 2025**

Live here, Work here, Play here

THE POSITION:

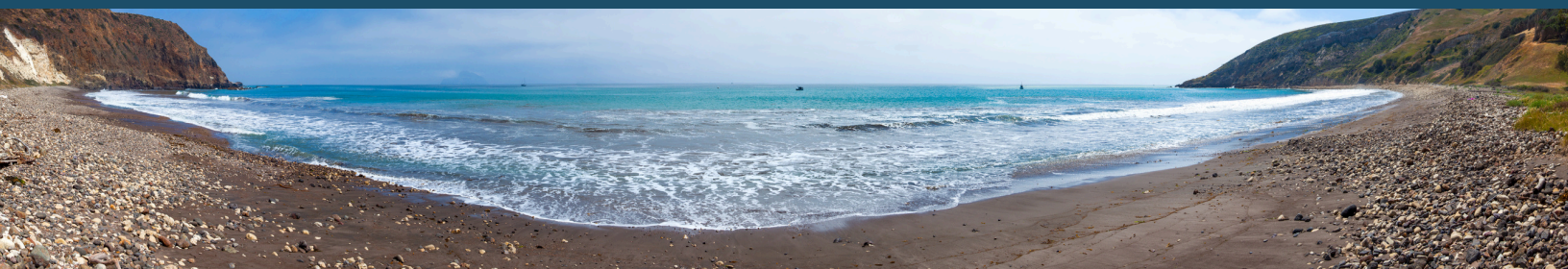
The County is seeking an experienced and forward-thinking Deputy County Executive to join the executive leadership team. Under the direction of the County Executive Officer, this non-Civil Service key leadership position oversees major program areas within the County Executive Office and provides high-level administrative, fiscal, and policy guidance across the organization.

As Deputy County Executive Officer, you will:

- Build relations and work on legislative policy and affairs.
- Advise and support executive leadership and the Board of Supervisors on fiscal policy, legislative matters, and strategic initiatives.
- Collaborate and manage projects across departments to align goals, strengthen accountability, and advance organizational priorities.
- Act on behalf of the County Executive Officer or Assistant County Executive Officer as authorized, exercising sound judgment and discretion on complex and sensitive matters.
- Resolve conflict and manage labor relations issues.

This is a unique opportunity for a proven leader to play a pivotal role in shaping the County's strategic direction, ensuring programs and policies align with the Board's vision and community priorities.

The ideal candidate is a strategic leader and collaborative problem-solver who thrives in a dynamic government environment, brings strong fiscal and policy acumen, and has a proven ability to build trust and drive results across diverse teams.



THE COUNTY

The County has four incorporated cities and an annual budget of \$1.3 billion and over 2,700 employees, who provide services to the public through 20 departments. In 2018, the Board of Supervisors adopted the County's first strategic plan, which established a vision of the County as a healthy, safe, and more affordable community, which is culturally diverse, economically inclusive, and environmentally vibrant. The strategic plan is being implemented through the County's operational plan containing specific, measurable, attainable, relevant, and time-bound objectives for achieving the County's goals and strategies. [CLICK HERE](#) to view both plans and learn about the County's mission, vision and values.



QUALIFICATIONS:

Any combination of education and experience which would provide the required knowledge and abilities is qualifying, unless otherwise specified. A typical way to obtain the knowledge and abilities would be:

- Graduation from a recognized college with a major in business administration, public administration, management, finance, economics, accounting or a related field, AND four (4) years of progressively responsible experience in a private or governmental agency with responsibilities in administration or financial analysis, including: systems, procedures and program evaluation;
- A master's degree or doctorate in a relevant field is desirable.

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/UT5spec.html>

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, Suite 510, Santa Cruz, CA 95060. For information, please call Employment Services Manager Erin Morimoto at (831) 454-2932. 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.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

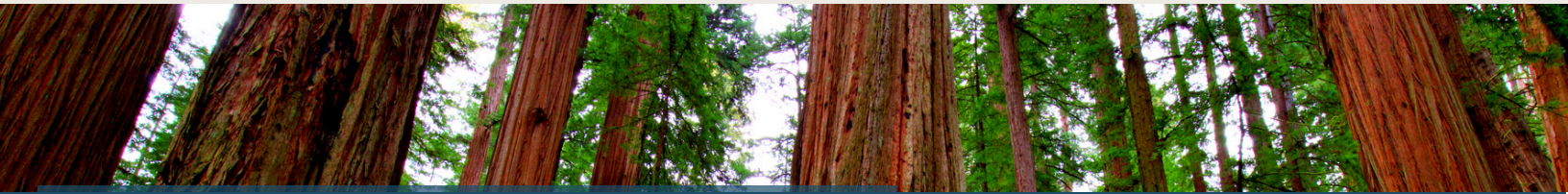
Some positions may require Fingerprinting and/or Background Investigation.

SUPPLEMENTAL QUESTIONS:

1. Describe your experience leading departments and managing large, complex projects. Include the number of staff you supervised, size of the budget, scope of responsibility, and your level of leadership within the organization.
2. Describe your experience in governmental relations and legislative affairs, specifying your involvement at the federal, state, and/or local levels.
3. Describe your experience managing projects and teams, and include an example of how you introduced an innovative idea or approach that improved results.

RECRUITMENT TIMELINE:

Applications will be screened during the week of **December 8, 2025**. Candidates selected to participate in the Advisory Panel interviews will receive invitations that same week. The Advisory Panel interviews are scheduled for **Wednesday, December 17, 2025**. Final selection interviews will be scheduled the week of **January 5, 2026**.



HIGHLIGHTED BENEFIT OFFERINGS:

MEDICAL, DENTAL, AND VISION

Medical coverage is available through CALPERS with the County paying a majority portion of the cost for the employee and dependents. The cost of the dental plan is entirely County-paid for employees and dependents. The County pays for the cost of an employee vision plan and the employee may purchase dependent coverage.

RETIREMENT AND SOCIAL SECURITY

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 AND LONG-TERM DISABILITY PLAN

County paid \$50,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long-term disability plan that pays 66 2/3 % of the first \$13,500, up to \$9,000 per month maximum benefits.

PAID LEAVE AND ADMINISTRATIVE LEAVE

Sixteen days vacation time allotted per year, increasing to 31 days per year after 15 years of service. Six days per year of sick pay, and the County observes 14 paid holidays per year. In addition to competitive vacation and sick leave accruals, the County provides an initial credit of one week of administrative leave at the time of appointment, plus an additional two weeks of administrative leave accrued each year. Administrative leave balance may be cashed out or used as time off.

NOTE: PROVISIONS OF THIS BULLETIN DO NOT CONSTITUTE AN EXPRESSED OR IMPLIED CONTRACT.