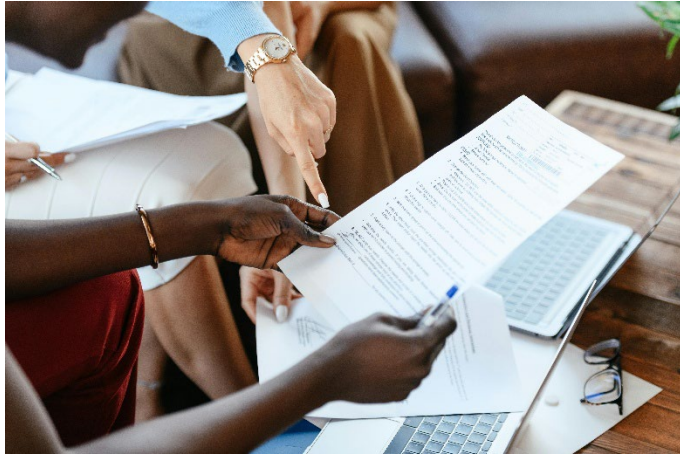


# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## SENIOR REAL PROPERTY AGENT

Supplemental Questionnaire Required

Open and Promotional  
Job # 25-DE6-01

Salary: \$8,944 – 11,320 / Month

Closing Date: Friday, August 29, 2025

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### County Equity Statement

*Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.*

*Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.*

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**THE JOB:** As a Senior Real Property Agent, you will take the lead in acquiring, managing, and negotiating the use of real property for a wide range of public projects. Working under general direction, you will perform complex real property functions, including appraisals, negotiations, acquisitions, property management and disposition, relocation, and high-value lease negotiations. You will also oversee consultants and ensure that projects are delivered in compliance with federal, state, and local regulations. This is the advanced journey level in the Real Property Agent series, where you will work with a higher degree of independence and responsibility. You may manage the real property workload for assigned functional areas, such as Sanitation, Roads, or special County projects and regularly collaborate with outside agencies, executive management, and County Counsel. **The list established will be used to fill the current vacancy and it may also be used to fill other vacancies during the life of the eligible list.**

**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:

Graduation from an accredited four-year college or university with a degree in business administration, real estate, civil engineering, or a related field, **and** five years of experience in lease negotiations, property management, relocation, and appraisals and negotiations of advanced difficulty for the purchase of land, improvements, and property rights for the public use in a public agency. Desirable qualifications include a Certificate from the International Right of Way Association (IRWA) and possession of a California Real



Estate Broker's License. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

**OR**

Four years performing the duties comparable to a Real Property Agent with Santa Cruz County.

**Special Requirements:** Possess and maintain a valid California Class C Driver's License.

**Knowledge:** Thorough knowledge of the principles of real property management and appraisal techniques in a public setting; legal description of real property and general engineering terms and symbols in a public setting; the laws, legal documents and procedures for appraising and acquiring real property in a public setting; the techniques, laws and procedures required for relocation assistance; and federal, state, and local regulations governing relocation, acquisition and disposition of real property in a governmental setting.

**Ability to:** Conduct negotiations in a persuasive manner; interpret maps, engineering plans and legal documents pertaining to property; establish and maintain cooperative relationships with others; collect and analyze data, develop and administer plans; interpret, explain, apply and enforce applicable laws, rules and regulations; formulate, evaluate and make recommendations on real property acquisitions; prepare and present effective oral and written presentations; learn to access, input and analyze data using a computer; perform difficult appraisals; learn to supervise and train others; negotiate high-value leases of real property, prepare lease documents, and coordinate review and inter-departmental approval process; implement residential and business relocation projects in compliance with federal, state, and local regulations; conduct reviews of contract appraisers and prepare right of way certification documents for federally funded projects; prepare terms and documents for negotiated settlements relating to property acquisition, management, and relocation; and assist and advise the Chief Real Property Agent with work plan, financial analysis, project cost estimating, and interdepartmental communications.

**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](http://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, 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.

**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.

### **SENIOR REAL PROPERTY AGENT – 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 list any relevant professional training, coursework, or certifications you have completed. Include the dates of your training and where you received your training.

2. Describe your experience (if any) working on a federal or state funded project related to the following areas:

- a. Appraisals
- b. Title research
- c. Acquisition of real property
- d. Right of way certification process

3. Describe in detail the scope and level of your experience within a public agency in one or more of the following areas:

Please be specific about the length of your experience and your role in each of the topics listed.

- a. Acquisition
- b. Appraisal
- c. Lease negotiations
- d. Property management
- e. Asset management

**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: Provisions of this bulletin do not constitute an expressed or implied contract.**

**County of Santa Cruz**

[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)