

County of Marin

Director of Human Resources

The County of Marin, California seeks a bold and visionary leader serving as a key strategist for the County organization. Leading a robust and talented Human Resources Department, the Director of Human Resources will help develop innovative and transformative policies, programs, and systems through an equity lens to ensure the County continues to be a dynamic organization. Reporting to the County Administrator, the Director oversees the Human Resources Department, which consists of just under 40 full-time employees and works closely with several embedded HR professionals in the key departments of Public Works and Health and Human Services. The Department is comprised of 9 divisions, including Recruitment, Classification & Compensation, Volunteers & Interns, Administration, Benefits & Wellness, Employee & Labor Relations, Equal Employment Opportunity, HR Munis Support, and Learning & Organizational Development. In addition, the Department also provides staff services to the Personnel Commission, Marin Women's Commission, and the Human Rights Commission.

Requires any combination of education and experience that would provide the knowledge and abilities listed. Typically, equivalent to graduation from a four-year college or university and 5 years of professional level human resources experience plus 2 years of senior management experience in a unionized environment. Leadership experience with major human resources systems change, organizational restructuring, work process reengineering, and public management, which included labor relations experience is highly desired.

Annual salary for this position is currently \$214,781 to \$236,808. The County also offers an attractive benefits package, including MCERA Retirement, Medical, Dental, Vision, deferred compensation, and flexible spending accounts.

Interested candidates should **apply immediately** by submitting a compelling cover letter and comprehensive resume to apply@ralphandersen.com. Confidential inquiries welcomed to Ms. Heather Renschler at (916) 630-4900 or heather@ralphandersen.com. Alternatively, candidates may request a set date/time for a confidential discussion by contacting scheduling@ralphandersen.com. Detailed brochure available at www.ralphandersen.com/jobs/director-of-human-resources-county-of-marin-ca/.