DEPUTY DIRECTOR EMERGENCY OPERATIONS

OFFICE OF EMERGENCY SERVICES

SALARY $136,548-$165,975 ANNUALLY

plus additional cashable compensation; refer to page 3 of this brochure for details.

Are you passionate about making a difference in your community? Join our team at San Joaquin County as the Deputy Director of Emergency Operations and take the lead in shaping our county's emergency management and disaster preparedness efforts. The Deputy Director will provide: **Meaningful Contribution:** This role allows you to play a vital role in protecting and serving the community during times of need. **Dynamic and Challenging Environment**: Emergency management is a fast-paced and dynamic field that requires quick thinking, adaptability, and problem-solving skills. **Impactful Work**: Coordinate disaster mitigation, preparedness, response, and recovery efforts, ensuring resilience in the face of adversity.

San Joaquin County Office of Emergency Services is seeking an experienced, forward-thinking emergency management leader to serve as Deputy Director of Emergency Operations. Working with the Director, the Deputy provides leadership, strategic direction and guidance in the planning, development and coordination of countywide emergency management programs. Partnering closely with other County departments, cities, special districts, state and federal agencies, and community-based organizations, this role helps to ensure an effective, coordinated response to emergencies and disasters. The San Joaquin County Office of Emergency Operations fosters a culture of preparedness, resilience, and teamwork to ensure comprehensive emergency response and recovery efforts.

Recruitment Announcement
1026-EB1805-EX
Equal Opportunity Employer

FINAL FILING DATE:

November 23, 2026

All applications must be submitted by the final filing date.

SJC

CONTACT US

Human Resources

44 N San Joaquin St, Third Floor, Suite 330
Stockton, California 95202
Phone: (209)468-3370

Have Recruitment Questions?
Email: daniellewilliams@sjgov.org
Phone: (209) 468-0375

SAN JOAQUIN COUNTY

THE IDEAL CANDIDATE

- The ideal candidate for Deputy Director of Emergency Operations is an accomplished and strategic emergency management professional with a proven track record of leadership in complex, multi-agency environments. This individual will bring a strong background in emergency planning and operations, coupled with the vision and skills necessary to help lead a dynamic, responsive Office of Emergency Services that protects and serves the residents of San Joaquin County.
- We are seeking a collaborative and decisive leader who can support the Director in overseeing day-to-day operations, including staff development, program administration, and budget oversight. The successful candidate will be adept at developing and implementing countywide emergency operations plans that meet federal, state, and local requirements, and ensure a coordinated response to a wide range of potential disaster scenarios.
- Advanced knowledge in the Incident Command System (ICS), the Standard Emergency Management System (SEMS), and the National Incident Management System (NIMS) is expected. Experience with emergency communications systems is highly desirable.

PRIMARY RESPONSIBLITIES

- Assists with the development and management of staff, programs, budgets and operations of the Office Emergency Services.
- Assists with the development of countywide non-medical emergency operations plans and procedures, coordinates with other county departments as well as with various State, Federal, city, special district, and community-based organizations.
- Assists with establishing quality control and quality improvement programs and initiatives for assigned functions and areas; develops and coordinates drills and other methods of testing for and verifying departmental and countywide emergency readiness.
- Maintains the County's Emergency Operations Center (EOC) and ensures its readiness for emergency response at all times; directs the purchase of required equipment and supplies; plans for and prepares for EOC staffing; develops and presents trainings.
- Researches and recommends grant and special funding opportunities; drafts and recommends the submission of funding proposals and applications; administers grants and programs in accordance with funding requirements; drafts and recommends the Office of Emergency budget.
- Analyzes and summarizes complex narrative information and statistical data; prepares or supervises the preparation of reports for County management as well as state, federal or other external agencies.

DESIRABLE QUALIFICATIONS

Candidates invited to participate in the screening and selection process will possess a combination of education and experience comparable to:

Education: Graduation from an accredited four-year university with a degree in business administration, public administration, public safety or related field.

Experience: Four years of management experience in Emergency planning/operations or civil defense. Experience in emergency communications and mobile radio communications/operations maintenance is highly desirable.

Required Qualifications
License: Possession of a valid California driver's license

APPLICATION AND SELECTION

If warranted by the number of candidates, applications may be reviewed by a screening panel to determine those selected to participate in a screening interview. The most qualified candidates will be interviewed by the Office of Emergency Services.

Final appointment will be conditional upon passing a pre-employment drug screening test, DOJ Live Scan fingerprinting, as well as a background investigation.
A completed application package including the supplemental questionnaire must be submitted online to the Human Resources Division by the final filing date:

Final Filing Date:
November 23, 2026

If you are interested in this opportunity, please visit our website to submit an application and supplemental questionnaire.

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SAN JOAQUIN COUNTY

COMPENSATION, INCENTIVES, AND BENEFITS OF A CAREER WITH SAN JOAQUIN COUNTY

COMPENSATION AND SALARY

Potential cashable compensation	Step 1	Step 5
Annual Base Salary	$136,548	$165,975
2% Deferred Comp	$2,731	$3,319
Vacation Cash-out (8 days)	$4,202	$5,107
Total	**$143,481**	**$174,401**

HIRING INCENTIVES*

We're excited to offer the following incentives and bonuses to eligible new hires, subject to approval by Human Resources:

Moving Expenses: Reimbursement of qualifying moving expenses up to $5,000

Vacation Accrual Rate: Your vacation accrual will reflect your total years of public service, so we'll make sure your experience counts!

Sick Leave: If you're transitioning from another job, you could receive credit for up to 160 hours of non-reimbursable sick leave from your previous employer, in line with our sick leave cash-out provisions.

**Recruitment incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.*

PAID VACATION

- 15 days after 3 years, 20 days after 10 years, and 23 days after 20 years.
- 80 hours of administrative leave annually
- Potential annual vacation cash out.

PAID HOLIDAYS

- 14 paid holidays per year.

PAID SICK LEAVE

- 12 working days of sick leave annually with unlimited accumulation.
- Sick leave incentive: Earn 8 hours of administrative leave if you maintain at least half of your annual accrual limit.

RETIREMENT/FLEX SPENDING

- 1937 Retirement Act plan with reciprocity with CALPERS.
- 125 Flex Spending Benefits Plan
- A 2% employer contribution to the County's 457 Deferred Compensation Plan

Learn more about our retirement plans by clicking on the link below: SJCERA WEBSITE

EQUAL OPPORTUNITY EMPLOYMENT

San Joaquin County is an Equal Employment Opportunity (EEO) Employer and is committed to providing equal employment to all without regard to age, ancestry, color, creed, marital status, medical condition, national origin, physical or mental disability, political affiliation or belief, pregnancy, race, religion, sex, or sexual orientation.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.

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MAKE SAN JOAQUIN COUNTY YOUR NEW HOME!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts **eight** cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

ARTS, CULTURE, AND RECREATION

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.
The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.
San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.

HOUSING

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.
Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

EDUCATION

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.

AGRICULTURE

The county is one of the most agriculturally rich regions in California. Almonds are the leading commodity in the area. Milk, walnuts, eggs/ chickens and grapes round out the top crops, with an abundance of other produce. There are many wineries with different varietals represented within the Lodi Appellation offering great opportunities for tasting and special events.
Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. There are seven Certified Farmers' Markets. Certification allows local farmers to sell product they have grown locally. Fruit stands and pick-your-own produce farms also dot the countryside.

Greatness grows here.