

Assistant Director, Public Safety Communications



Cal OES
GOVERNOR'S OFFICE
OF EMERGENCY SERVICES

UNIQUE OPPORTUNITY

The California Governor's Office of Emergency Services (Cal OES) is seeking a collaborative, team-oriented professional with a passion for public service to become its new Assistant Director, Public Safety Communications.



Cal OES Mission

We protect lives and property, build capabilities, and support our communities for a resilient California.

We achieve our mission by serving the public through effective collaboration in preparing for, protecting against, responding to, recovering from, and mitigating the impacts of all hazards and threats.

THE SACRAMENTO AREA

Sacramento – California’s capital city, historic center of the Gold Rush and the center of state government. This vibrant metropolis is known by a number of different nicknames: “Camellia Capital” for the city flower found so abundantly in Sacramento neighborhoods; “City of Trees” due to the countless miles of tree-lined streets and wooded parks in the region; “River City” by virtue of two major rivers (Sacramento and American) that converge near historic Old Sacramento; and “Farm to Fork Capital” for the abundance of fresh food grown and raised nearby. Clearly, Sacramento is much more than just the “Capital City.”

Sacramento is conveniently located between the Pacific Ocean (San Francisco) to the west and the Sierra Nevada Mountains (Lake Tahoe) to the east. The metropolitan area, consisting of Sacramento and parts of Yolo, Placer, El Dorado, Sutter, and Yuba Counties has a population of approximately 2.1 million. Sacramento County has a population exceeding 1.4 million. With a population of approximately 480,000, Sacramento is the sixth largest city in California.

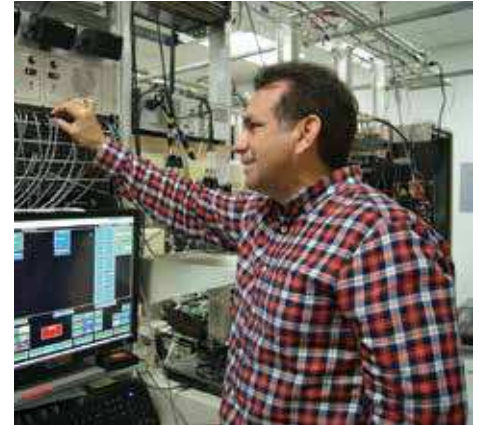
Many factors contribute to the economic success of the region. A principal reason Sacramento has retained its attractiveness is that it offers some of the most affordable housing prices of major cities in the State. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento’s employment opportunities, moderate housing prices, reasonable cost of living, competitive salaries, and excellent quality of life. Sacramento is proud of its cultural diversity. In fact, *Time Magazine* declared

Sacramento to be the most integrated city in the country.

The Sacramento region offers amenities that are attractive to those with an active lifestyle. Hiking, biking, golfing, snow-skiing, kayaking, water-skiing, boating, wine-tasting, and other sports and recreational opportunities abound. Educational opportunities are plentiful with the Sacramento region being home to California State University-Sacramento, University of California Davis, University of San Francisco, Drexel University Sacramento, Sacramento City College, American River College, McGeorge School of Law, and other community and four-year college programs.

Sacramento boasts the NBA’s Sacramento Kings, the 2003, 2004, 2007, and 2008 Pacific Coast League champion Sacramento River Cats baseball team, the annual world-class Sacramento Music Festival (formerly Sacramento Jazz Festival), and many other recreational, entertainment and cultural activities. Each December, Sacramento attracts some of the world’s top long-distance runners to the California International Marathon. Historic Old Sacramento, the State Railroad Museum, Crocker Art Museum, Governor’s Mansion, Sacramento Zoo, Sutter’s Fort, American River Parkway, Music Circus, Sacramento Convention Center, California State History Museum, and State Capitol Building are other attractions located in the immediate area. Top-name entertainers perform at Sleep Train Arena and Memorial Auditorium. Sacramento will christen the brand new Golden One Center in downtown Sacramento this Fall. Each summer Sacramento hosts the California State Fair which attracts more than a half million visitors annually.





Cal OES

Cal OES is charged with protecting and preparing the State from all hazards and threats, whether natural or man-made. Cal OES is both the State's emergency management agency and it is also the State's Homeland Security Department. In addition, Cal OES oversees all public safety communications in the State and the 9-1-1 system.

With over 38 million residents (12% of the population), the State of California is the most populous state in the nation and has the third largest land area among the states (163,695 square miles). California is culturally, ethnically, economically, ecologically, and politically diverse, and maintains the eighth largest economy in the world with 13 percent of the U.S. gross domestic product. California also faces numerous risks and threats to our people, property, economy, environment and is prone to earthquakes, floods, significant wildfires, prolonged drought impacts, public health emergencies, cybersecurity attacks, agricultural, and animal disasters, as well as threats to homeland security. Cal OES takes a proactive approach to addressing these risks, threats, and vulnerabilities that form the basis of our mission and has been tested through real events, as well as comprehensive exercises that help us maintain our state of readiness and plan for and mitigate impacts.

Today, Cal OES performs its mission by administering numerous programs that support our stakeholders, protect our communities, and help create a resilient California.

THE POSITION

The Assistant Director, Public Safety Communications, will be responsible for overseeing the California Governor's Office of Emergency Services, Public Safety Communications Division and will report to the Deputy Director of Logistics Management. In this capacity, the incumbent will be responsible for statewide programs, policies, and procedures related to emergency communications including, but not limited to statewide 9-1-1 program, public safety radios, public safety broadband, microwave network, and public safety communications interoperability. Responsibilities include supporting federal, state, and local governments in meeting public safety communications requirements.

Additionally, the Public Safety Communications Office is part of Cal OES' Cyber Integration Center which was created by the Governor through an executive order in 2015. This Center is at the forefront of detecting and protecting the State of California from cyber threats.

As Assistant Director, this individual provides extensive knowledge and/or leadership in:

- Operational functions, management, standards, and procedures related to 9-1-1 legacy operating systems and next generation 9-1-1 networks, cellular, and broadband networks.
- The use of SETNA funds to support local 9-1-1 answering points and provides policy and guidance to the 9-1-1 program.

- Additionally, serves as the chair of the State 9-1-1 Advisory Board which serves to provide guidance and recommendations to the California Governor's Office of Emergency Services in the administration of the 9-1-1 program.
- Provide overall direction and leadership to meet the programs' strategic and business plan.
- Serve as acting Deputy Director as necessary; represent the Office in contact with the Governor or other key officials at the local, state, and federal level, legislators, members of the Governor's Staff, the news media and the general public.
- Periodically serve as the executive duty officer acting as the state contact for disasters and emergencies on behalf of the Director of Cal OES.

IDEAL CANDIDATE

The ideal candidate will be an effective public speaker, and a dynamic leader. The ideal candidate should have solid knowledge of government processes and structure, knowledge of the technical aspects of public safety communications, and an understanding of the 9-1-1 system, including the development and relevant initiatives such as AB1624, AB2095, AB2010, Project 25 (P25 or APCO-25), State Point of Contact, and FirstNet. Past experience leading mid-size to large scale departments (340-400) and budgets (\$70-80mil), and a background in both the public and private telecommunication sectors are ideal.

Key Competencies and Attributes/ Management Style

Other highly desirable skills and traits include:

- Exceptional interpersonal skills; able to establish and earn the trust of those he/she is working with.
- Outstanding diplomatic skills; able to interact with elected officials, safety personnel, telecommunications/engineering staff, and various associations and other key stakeholders.
- A person of absolute integrity.
- Professional in his/her work and demeanor.
- Politically astute; experienced interfacing with elected officials and high-ranking executives and navigating the political landscape with tact and diplomacy.
- Collaborative approach; a team player who proactively connects with internal and external stakeholders.
- Outstanding communication skills, both written and verbal; communicates openly, honestly and consistently with confidence, integrity, and professionalism to all levels of people.
- Comfortable in making public presentations and establishing a level of credibility and trust with those he/she is addressing.
- Flexible and adaptable; works well in a high volume, demanding environment with multiple priorities.

- Outstanding organizational skills with attention to detail while still maintaining a big picture perspective.
- Action oriented and results driven; able to get things done working with others.

Education and Experience

- Any combination of education, training, and experience that provides the required knowledge, skills, and abilities is qualifying.
- Education: Typical education includes possession of a Bachelor's degree from an accredited college or university in a relevant field. A Master's Degree is ideal.
- Experience: Typical experience includes at least 10 years of progressive experience in a related field.

COMPENSATION AND BENEFITS

The salary range for the Assistant Director, Public Safety Communications **\$110,220 – \$122,796**. Appointment within the range will depend on the qualifications and experience of the successful candidate and will generally not exceed the midpoint of the range.

- The position is an 'at will' position, serving at the pleasure of the Governor
- Election into the State of California retirement plan is optional
- Benefits include health, dental, vision, and life insurance

APPLICATION AND SELECTION PROCEDURE

The final filing date is Monday, August 8, 2016. To be considered, please submit a detailed résumé, cover letter, four work-related references and your current salary. Your résumé should indicate the size of organization staff you have managed and also reflect both months **and** years with regard to the employment dates for current and prior positions held. Please submit your materials to: resumes@cpshr.us



CPS HR Consulting
Tel: 916 471-3111
E-mail: frojas@cpshr.us
Website: www.cpshr.us/search

Preliminary screening interviews will be conducted by the consultant with the most qualified applicants. Those individuals determined to be the most ideally suited for the opportunity will be invited to interview with the Agency. Appointment is expected shortly thereafter following the completion of thorough reference and background checks to be coordinated with the candidate(s). For additional information about this position please contact Frank Rojas.

