



## CHIEF EXECUTIVE OFFICER



# San Diego **Workforce** Partnership

**DRi Waterstone**  
HUMAN CAPITAL

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# About The San Diego Workforce Partnership

## Everyone Deserves the Opportunity to Succeed

Located in the 8<sup>th</sup> largest city in the U.S., the San Diego Workforce Partnership (SDWP) is a quasi-public and non-profit organization that acts as a funder, program implementer, and strategic convener, facilitating effective relationships between the County and City governments, economic, education, and workforce partners across the San Diego region.

SDWP is part of a nationwide network of almost 500 Workforce Development Boards authorized by the Workforce Innovation and Opportunity Act (WIOA). Within the State of California, governed by the [CWDB | California Workforce Development Board](#), SDWP serves as the locally designated workforce board for San Diego County and City. Serving a population of 3 million+, they are responsible for executing a strategy to continuously improve and strengthen the workforce development system of San Diego through innovation in, and alignment and improvement of, employment, training, and education programs to promote economic growth.

SDWP operates a network of five career centers across the county and offers many services to job seekers and businesses, including career services, upskill-focused training, and wraparound supportive services to facilitate service receipt. Over 70,000 people visit their career centers annually and utilize SDWP services.

By increasing access to career exploration, education, training, and paid work opportunities, they're creating a San Diego County that works for all.





# Mission, Vision, Values



## Mission

To empower job seekers to meet the current and future workforce needs of employers in San Diego County.

## Vision

Every business in the region has access to a skilled workforce and every job seeker has access to meaningful employment.

## Values

- Collaboration: Engaging in inclusive, respectful relationships among colleagues, customers and community that foster the achievement of shared goals.
- Excellence: Driving quality, innovation and measurable outcomes through a customer-centered focus and a high-performance culture.
- Stewardship: Strategic, efficient, effective use of resources to meet the evolving needs of our customers and community with the highest levels of integrity.
- Inclusion: Taking responsibility for creating a culture where everyone is welcomed, heard, valued and empowered to participate and reach their full potential.
- Equity: Prioritizing those who have been systemically denied opportunity through policies, priorities, practices and behaviors that result in access to opportunity for ALL colleagues, customers and communities.

The California Workforce Development Board named SDWP a [High Performing Board](#) in recognition of our commitment to excellence in workforce development.

San Diego Workforce Partnership has become a model for other Workforce Development Boards in diversifying funding, developing expansive industry partners, and having the ability to implement creative program ideas impacting thousands of San Diegans.

# Impact



**\$3M+**

invested in job-readiness trainings



**582,694**

online reach



**108,569**

general public interactions



**5,449**

active training/employment enrollees



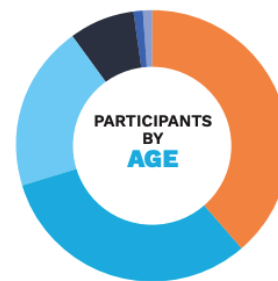
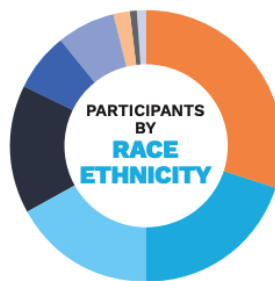
**1,822**

placements in employment or education



**803**

employers served



Male	46%	Latino	30%	Multiracial	7%	25-44	37%
Female	44%	White	20%	American Indian/Alaskan Native	2%	18-24	34%
Not disclosed	9%	African American/Black	17%	Hawaiian/Other	1%	45-64	17%
Non-binary, genderfluid or agender	1%	No race selection	15%	Pacific Islander	1%	Under 18	9%
		Asian	7%	Other	1%	65 and over	1%
						Not disclosed	2%

San Diego Workforce Partnership Fiscal Year 2023 Annual Report

**“It’s been completely life-changing for me!”**

I had wanted to make a career change for a while. I always had a passion for computers and technology. Once I started CyberHire and enrolled in San Diego College of Continuing Education’s Desktop Technician Certificate, I quickly began to learn. The certification training gave me all the foundational knowledge I needed to succeed and start out in the industry.

**Raven Antiquiera, CYBERHIRE Graduate**

# The Opportunity: Chief Executive Officer

The San Diego Workforce Partnership (SDWP) seeks a dynamic Chief Executive Officer (CEO) to lead and direct this vital community organization and ensure a positive, team-based, goal-oriented culture. The CEO is the face of the organization and is responsible for the overall successful operation and fiscal integrity of SDWP through demonstrated ethical leadership and management. The CEO will be a leader who can harness the collective power of people, programs, and places and navigate all aspects of public policy with ease and expertise.

The CEO will report to and work closely with the Workforce Development Board and San Diego Consortium Policy Board and oversee an annual budget of \$36.5M (64% federal sources, 12% private/philanthropic, 10% County of San Diego, almost 5% City of San Diego, and 4% State of California). As one of the country's most diversely funded Workforce Partnerships, the CEO will have the advantage of leveraging this success and continue to spearhead the development of diverse revenue strategies to expand impact. They will be the driving force in shoring up current support, carving out new paths to profitability, defining brand identity, and ensuring financial robustness.

San Diego Workforce Partnership's CEO will lead a motivated and talented team of 150 employees, including two direct reports. They will foster and steward a positive, inclusive organizational culture that values diversity, equity, inclusion, and belonging.



# The Opportunity: Responsibilities

## Essential Responsibilities:

- **Operations:** Oversee business operations, providing leadership that motivates staff and instills confidence among community organizations and funding partners.
- **Board Communications:** Maintain open, direct, and responsive communications with the Policy and Workforce Development Board, including regular performance updates and seeking guidance as needed.
- **Strategic Direction:** Develop and oversee the implementation of business objectives, providing strategic direction and vision.
- **Relationship Building:** Cultivate rapport and relationships with colleagues, subordinates, and external contacts.
- **Mission Focus:** Drive the mission and focus of the organization.
- **Employee Retention:** Maintain and improve employee retention.
- **Organizational Culture:** Foster and steward a positive, inclusive culture that values diversity, equity, inclusion, and belonging.
- **Risk Management:** Identify and manage potential organizational risks, including financial, legal, and reputational risks.
- **Timely Updates:** Provide timely updates to the Workforce Development Board, the San Diego Consortium Policy Board, the community, and other internal and external groups.
- **Goal Evaluation:** Evaluate and track the organization's success in reaching its goals.

## Supervisory Responsibilities:

- **Staff Management:** Assess staff performance, make critical staffing decisions, and provide guidance and coaching to maximize individual and team potential to meet SDWP goals and priorities.
- **Professional Development:** Identify training needs and promote professional growth through internal and external training opportunities.
- **Communication & Teamwork:** Keep staff informed about organizational activities, promote effective communication, be responsive to needs, and foster a collaborative team environment.
- **DEI Leadership:** Champion diversity, equity, inclusion, and accessibility by setting goals, using metrics, and holding staff accountable, fostering an inclusive culture that values different perspectives.
- **Mission Support:** Uphold the mission and core values of the San Diego Workforce Partnership, ensuring continuous quality improvement and respect for the diverse psychosocial, spiritual, and cultural beliefs of colleagues, clients, and community members.



# The Candidate

The CEO will be ready to lead with passion and innovation and be deeply committed to making a difference in San Diego's richly diverse communities. They will embody these qualities and bring vast experience in workforce development to our dynamic team. Additionally, the CEO will have at least a bachelor's degree in business administration, nonprofit management, or a related field with over ten years of senior management or executive experience.

As a strategist with a mastery of public-private partnerships and public policy, the candidate enjoys nurturing local, state, and federal government agency and elected official relationships. The CEO is a futurist; every interaction is an opportunity, and they expertly turn challenges into innovative solutions and actionable ideas that retain the San Diego Workforce Partnership's recognition of excellence and model organization in the sector.

The ideal CEO candidate champions diversity, equity, inclusion, and belonging and will embrace and celebrate diverse thoughts and community partners. The candidate will have a proven track record of successfully leading teams and managing complex operations. Communication is key, and this CEO will excel in engaging with diverse stakeholders, from staff and volunteers to funders, community partners, board members, and elected officials.

The successful candidate will have a rich array of experience in the technical aspects of federal regulations and policy, as well as expertise in workforce and community development.



# Qualification, Skills, and Qualities



## Qualifications, Skills, and Qualities:

- Bachelor's degree required; Master's degree or direct equivalent experience preferred.
- Ten plus years experience in policy and program development, personnel management, organization analysis, and budget and finance management.
- Demonstrated speaking and presentation abilities and exceptional professional and interpersonal communication skills with a sense of urgency and situational awareness.
- Strong staff leadership abilities with high sensitivity, empathy, and emotional intelligence.
- Exceptional organizational skills, high attention to detail to ensure accuracy, great problem-solving and time management skills.
- Computer proficiency, particularly with the Microsoft Office suite, and familiarity with workforce development software or data management systems.
- Ability to establish and maintain effective working relationships with people of all ages and social and ethnic backgrounds.
- Excellent listening skills and ability to meaningfully engage with people and build deeply authentic relationships.
- Strong professional reputation and record of integrity, sound judgment, sense of accountability, and respect for established ethical standards.
- Strong knowledge of San Diego community needs, the labor market, and strong ties with local workforce development stakeholders desired.



# The San Diego Community

## Why San Diego, California

Often called America's finest city, San Diego, California, is also one of the most popular. That's not surprising when you consider everything San Diego has to offer. One of the best is that many of the city's neighborhoods are walkable to the beach, grocery store, bank, and more, which is fantastic, especially when the weather is so gorgeous.



**Quality of Life:** San Diego offers a high quality of life with excellent healthcare, educational institutions, and low crime rates compared to other major cities.

**Employment Opportunities:** San Diego has a diverse economy with opportunities in industries like biotechnology, healthcare, telecommunications, tourism, and the military.

**Cultural and Recreational Attractions:** The city has a vibrant cultural scene with museums, theaters, and the world-renowned San Diego Zoo. Balboa Park, the Gaslamp Quarter, and various festivals and events provide ample recreational activities

**Beaches and Outdoor Activities:** The city has beautiful beaches, such as La Jolla, Coronado, and Mission Beach, which are great for surfing, swimming, and many other outdoor activities, including hiking, biking, and sailing.

**Education:** San Diego is home to reputable educational institutions like the University of California, San Diego (UCSD) and San Diego State University (SDSU).

**Military Presence:** San Diego has a significant naval presence and numerous military bases for those in or associated with the military.

**Family-Friendly:** San Diego is considered a family-friendly city with numerous parks, good schools, and activities for children and families.



# San Diego **Workforce** Partnership

Applications can be submitted at:

<https://driwaterstonehc.com/position/CEO-San-Diego-Workforce-Partnership/>

## Salary

\$250,000 - \$300,000

## Location

San Diego, CA

DRiWaterstone is managing the search on behalf of the San Diego Workforce Partnership. All first-round interviews for this position will be via video conference with DRiWaterstone.

## Equal Opportunity Employer:

The San Diego Workforce Partnership is proud to be an equal-opportunity employer and encourages people of all backgrounds and identities to apply. All applicants will be considered without attention to race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, political affiliation, genetic information, disability, or any other quality or circumstance protected by federal or state law.

## About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. with a focus on mission and purpose-driven organizations. They provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.