

Lead Our People Shape Our Future

Chief People Officer

Lead the people strategies that support SacSewer's workforce and help protect public health and the environment for more than **1.6 million people throughout the Sacramento region.**

Salary up to **\$260K**
Excellent Benefits
and Pension

We Are SacSewer

Join Our Executive Leadership Team

Reporting to the Chief Executive Officer, the Chief People Officer leads People Services and serves as SacSewer's principal advisor on workforce strategy, culture, and organizational effectiveness. This executive brings together the services that support our employees and strengthen organizational performance.



What We Do

- ✓ Human resources and labor relations
- ✓ Payroll and workforce technology
- ✓ Clerical and administrative services
- ✓ Training and organizational development
- ✓ Workplace safety and risk management
- ✓ Workforce planning and succession development



Why Lead at SacSewer

- ✓ Make a lasting impact through public service
- ✓ Help shape organization-wide strategy and policy
- ✓ Partner with fellow executive leaders
- ✓ Build leadership capacity and develop future talent
- ✓ Guide organizational change and workforce modernization
- ✓ Champion employee engagement, inclusion, and safety



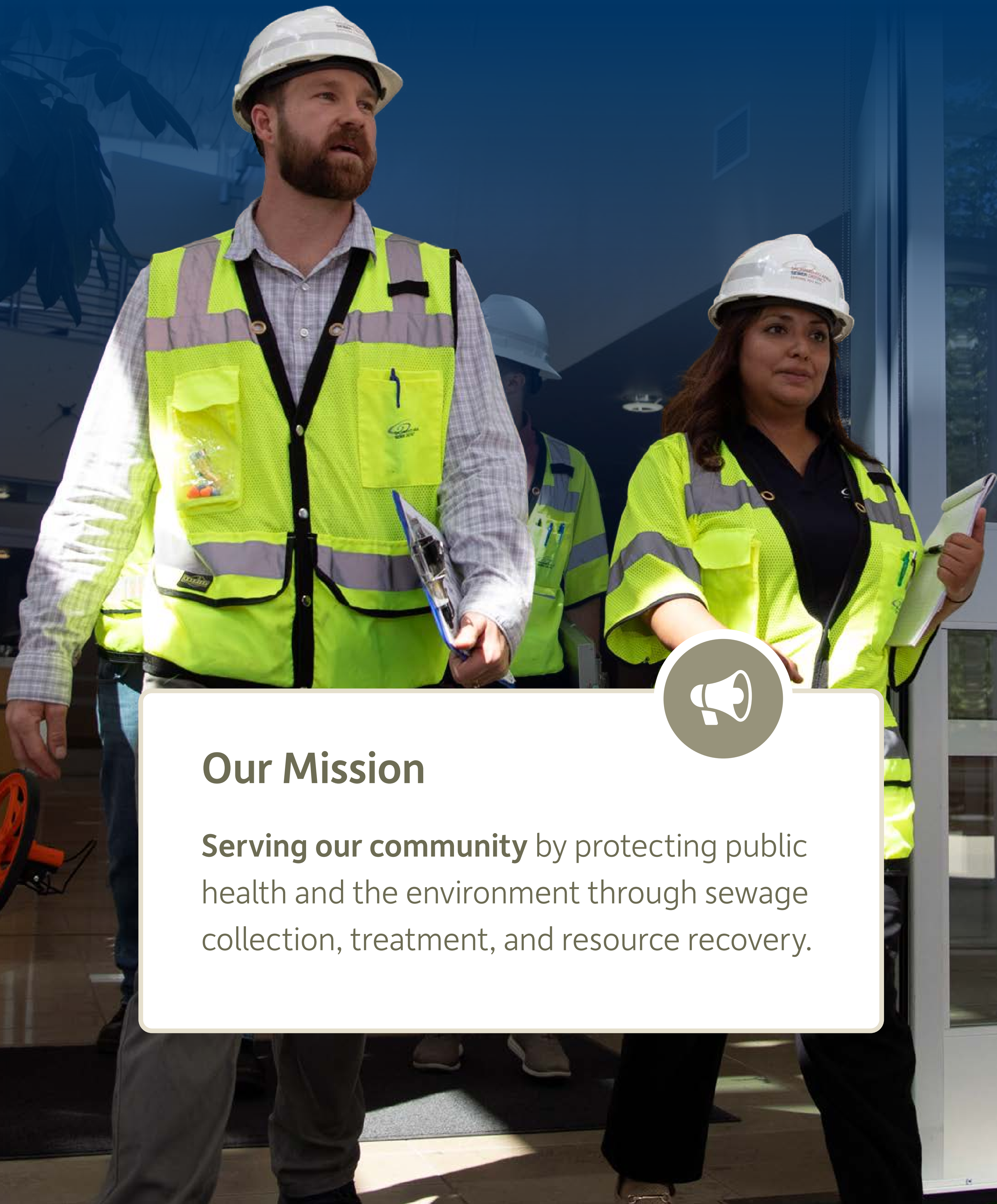
What You'll Do

- ✓ Advise the CEO and Board on workforce strategy, organizational effectiveness, and risk
- ✓ Lead talent acquisition, compensation, employee relations, and labor strategy
- ✓ Direct payroll, workforce technology, and administrative services
- ✓ Develop leaders and guide workforce and succession planning
- ✓ Lead organizational change and continuous improvement
- ✓ Strengthen workplace safety, risk management, and compliance



Strong People Leadership Strengthens Our Mission.

Help shape a safe, engaged, and accountable workforce that delivers essential services to the Sacramento region. Your leadership will connect people, processes, and systems to SacSewer’s mission and long-term needs.



Our Mission

Serving our community by protecting public health and the environment through sewage collection, treatment, and resource recovery.

Qualifications

Any combination of education and experience that would provide the required knowledge and abilities is qualifying. A typical qualifying background includes:

Education: A bachelor’s degree from an accredited college or university in human resources, public administration, business administration, risk management, or a related field. A master’s degree is highly desirable.

Experience: Ten years of progressively responsible experience in human resources, organizational development, administrative services, risk management, or a related field, including at least five years in a senior management or leadership capacity.

Please refer to the Chief People Officer executive position description for the full qualifications, knowledge, abilities, and working conditions.

Executive Leadership Profile

- Strategic vision and organization-wide thinking
- Results orientation and accountability
- Labor relations and negotiation strategy
- Executive influence and communication
- Integrity, transparency, and ethical stewardship
- Public sector governance and compliance
- Risk assessment and mitigation
- Building organizational capacity and talent

Reports to the Chief Executive Officer

Exempt | At-will executive position

Compensation + Benefits

Salary: \$214,344-\$260,520 annually

Retirement: Sacramento County Employees’ Retirement System (SCERS)

Executive Benefits: \$6,600 annual vehicle allowance, 2.5% differential at 10 years of service, and an additional 2.5% differential at 15 years of service.

Work Environment: Telework offered on a limited basis.



**Scan for Chief People Officer
Position and Application Details**

