



ANNUAL SALARY \$147,680-\$179,506

San Joaquin County is seeking a seasoned safety and risk professional who is looking to take their career to the next level. The Risk Manager will be responsible for planning, directing, and organizing the County's Liability Insurance Program, the Self-Insured Workers' Compensation Program, manage the Countywide Safety Program and serve as a consultant on safety matters to department heads and the County Administrator's Office. As part of the Human Resources leadership team, the position will play a key role and staff management, budget preparation, and the development of innovative programs that enhance employee health and safety in the workplace, all with the goal of ensuring compliance and controlling costs.

The ideal candidate will be a seasoned risk management professional with an in-depth understanding of liability insurance programs, workers' compensation, occupational health and safety administration (OSHA), employee safety, and adept at navigating complex regulations with an ability to demonstrate strong negotiation skills. Effective communication and leadership abilities are crucial, as this position is responsible for safeguarding county assets from litigation claims and must possess financial acumen for budgeting and ensuring program sustainability. As a division of the County Administrator's Office, Human Resources provides centralized HR and labor relations services for all County departments. Services include: Employment Services including recruitment, retention, exam development, and performance management, EEO Program, Staff Development & Wellness, administration of County health and voluntary benefit programs, safety, risk and leave management.

The mission of the Human Resources Division is to partner with all County departments, community organizations, and educational institutions to recruit, develop, and retain employees of the highest quality and competency, who represent the diverse community we work and live in.

FINAL FILING DATE:

JUNE 12, 2026

All applications must be submitted by the final filing date.

CONTACT US



Human Resources

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Have Recruitment Questions?
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Recruitment# 0526-EB5001-EX

DESIRABLE QUALIFICATIONS

A highly qualified candidate will possess a combination of the following desirable qualifications. All interested candidates are encouraged to apply.



Experience: Five years of increasingly responsible full-time professional public human resources experience in risk management administration, including a minimum of one year in a supervisory or managerial capacity.

Education: A bachelor's degree from an accredited college or university, preferably with a major in public or business administration, human resources management, social science, industrial psychology, or a closely related field.

License: Possession of a valid California driver's license.



APPLICATION AND SELECTION PROCESS

To apply, submit a completed application and supplemental questionnaire on or before the final filing date. Resumes will not be accepted in lieu of completed application package. If warranted, by the number of applicants, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in the selection process. Final candidates will be interviewed by a designated panel and confirmation appointment will be made by the Human Resources Director. 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.

A background investigation will be required for all final candidates. Final appointment will be conditional upon passing a drug screening test, background investigation, as well as well as DOJ Live Scan fingerprinting.

KEY RESPONSIBILITIES INCLUDE:

This is a general guideline. Responsibilities and duties assigned may expand beyond those identified:

- Manage and oversee various financial service programs and functions, including the county Internal Service Funds utilized to fund the workers' compensation, general liability, auto liability, cyber liability, property, crime bond, medical malpractice, and various other county agency programs.
- Utilize statistical data systems to provide Board of Supervisors and county departments with budgetary projections, current, and future costs and losses.
- Manage the County's Safety Program
- Serve as a consultant on safety matters to department heads and the County Administrator's Office.
- Serve as the County's Risk Management representative on Risk boards and committees.
- Develops training plans and programs to promote the importance of staff compliance in risk management for the benefit of the County.

EQUAL EMPLOYMENT OPPORTUNITY

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.



PERKS & BENEFITS OF WORKING WITH SAN JOAQUIN COUNTY

In addition to base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- 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
- Vacation cash-out up to 8 days annually

Employee Assistance Program (EAP)

Confidential counseling and support services are available to all employees and their eligible family members. The EAP provides help with personal, family, and work-related concerns, including stress, mental health, relationships, financial issues, and more.



SJC Engage is San Joaquin County's employee development and wellness program. Through SJC Engage, you'll find training and professional growth opportunities, wellness programs, and employee recognition events. You'll also have access to resources that promote physical, emotional, and financial well-being. From learning new skills to connecting with coworkers and discovering employee perks, SJC Engage helps make the County a great place to work. Explore everything it offers at: sjcengage.com

Paid Vacation

- Earn up to 15 days per year (20 days after 10 years, and 23 days after 20 years)

Paid Holidays

- 14 paid holidays per year for civil service status employees

Administrative Leave

- 80 Hours Administrative Leave annually

Paid Sick Leave

- 12 working days of sick leave annually with unlimited accumulation

Potential Cashable Compensation	Step 1	Step 5
Approximate Annual Salary	\$147,680	\$179,506
2% Deferred Comp Employer Contribution	\$2,954	\$3,590
8-Day Annual Vacation Cash-Out	\$4,544	\$5,523
Total	\$155,178	\$188,619

Hiring Incentives

We're excited to offer the following incentives, subject to approval by the County Administrator

- **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.
- **Moving Expenses Reimbursement:** Actual documented cost of moving to a maximum of \$5,000 related to the move for the candidate and their family. Approved reimbursement shall be made contingent upon employment in two incremental payments: the first payment after six months of service, the second after twelve months of service.

Greatness grows here.



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. Milk is the leading commodity in the area. Grapes, almonds, cherries, and walnuts round out the top crops, with an abundance of other produce. Grapes make up 81,600 bearing acres, much of which are wine grapes. There are over 85 wineries with over 125 different varieties represented within the Lodi Appellation offering opportunities for tasting and special events.

Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.