



The County of Ventura
Invites Applications For

DEPUTY EXECUTIVE OFFICER RISK OPERATIONS

Annual Salary: up to \$222,132 DOQ

Educational Incentive: Up to 5% Cash Payment Each Pay Period.



Why Apply

Step into a pivotal executive role and make an immediate impact. As a Deputy Executive Officer for Risk Management, you'll guide experienced managers, elevate performance across the organization, and help build long-term organizational resilience.

You'll join a mission-driven HR team that values collaboration, clear communication, and continuous improvement—all in one of California's most desirable regions. Ventura County offers professional influence, organizational stability, and an exceptional quality of life.

If you're a strategic, people-focused leader ready to make a difference and join a team that makes a meaningful impact, this is an opportunity worth exploring.

The Position

The Deputy Executive Officer (DEO) Risk Operations serves as the second-in-command for Risk Management, providing executive leadership, direction, and coordination across the County's risk programs. Reporting to the County Human Resources Director, with a dotted-line to the Senior DEO, this role focuses on strategy, interdepartmental alignment, organizational performance, and executive decision support. Technical expertise is handled by managers who oversee Liability, Workers' Compensation, Disability Management, Insurance, Contracts, and Risk Control.

This is an opportunity for an experienced leader who excels in complex environments, communicates clearly across organizational levels, keeps senior leadership well informed, and advances strategic priorities. The successful candidate will also provide strong coaching and mentoring to managers and staff, fostering growth, accountability, and consistent execution across the division.

This is an at-will position exempt from the provisions of the Civil Service Ordinance.

Risk Management Division

The County of Ventura's Risk Management Division is a strategic partner dedicated to protecting the County's workforce, assets, and long-term operational stability. As a primarily self-insured program with excess coverage through PRISM, we lead countywide efforts to identify, assess, and mitigate risk across all departments.

Handling complex Workers' Compensation, General Liability, and Disability Claims; collaborating closely with County Counsel, external defense counsel, third-party administrators, and insurance carriers; and providing clear, practical guidance on litigation, coverage, and settlements. We also oversee risk financing and reserving to ensure fiscal responsibility, regulatory compliance, and organizational resilience.

What You'll Do

- Drive countywide risk strategy, enterprise priorities, and performance standards in coordination with the Senior DEO.
- Coordinate with departments, County Counsel, outside counsel, carriers, and executive leadership on high-impact issues.
- Oversee insurance and risk-financing planning, program performance, and operational compliance, ensuring alignment with executive direction.
- Provide executive leadership to managers who run technical operations and claims programs, ensuring they have clear guidance, support, and accountability structures.
- Present complex risk issues, program performance, and strategic recommendations to executive leadership, governing bodies, and oversight boards in a clear and actionable manner.
- Facilitate executive-level discussions on emerging risks, preparing concise summaries and strategic options for senior leadership.
- Strengthen division-wide consistency through dashboards, reporting, and data-driven recommendations that inform executive decision-making.
- Serve as the executive backup to the Senior DEO, maintaining continuity of leadership and decision authority in their absence.
- Champion a culture of collaboration, accountability, and continuous improvement across all division units.



What You Bring

- Leadership experience in public-sector administration, including roles such as municipal or department leader, Administrative Services Director, Risk Manager, Assistant Director, or comparable government leadership positions.
- Demonstrated flexibility and adaptability in navigating evolving priorities, constraints, and organizational needs.
- A solutions-oriented mindset that can identify challenges, analyze root causes, and deliver practical, actionable recommendations.
- Strong analytical skills and the ability to synthesize complex information quickly and clearly.
- A positive, optimistic approach that helps build momentum, encourages collaboration, and supports organizational progress.
- Independent, self-motivated work style with the initiative to move projects forward and anticipate next steps.
- Strength in partnership-building and communication with executives, departments, counsel, and external partners.



CEO - Human Resources

The Human Resources Department within the County Executive Office (CEO-HR) comprises 138 committed professionals dedicated to recruiting, retaining, and developing a diverse, inclusive, and highly qualified workforce. CEO-HR helps ensure that County employees have the support and resources needed to deliver exceptional service to the community.

The department comprises six divisions: Labor Relations, General Human Resources, Health Care Agency Human Resources, Risk Management, Disability Management/Workers' Compensation, and the Community & Belonging Division. CEO-HR operates through a mix of centralized and decentralized services, partnering with County agencies to manage specialized recruitment and HR functions while maintaining consistency and excellence across the organization.

Why Ventura County

Located on California's beautiful Gold Coast, Ventura County offers rolling hills, sweeping ocean views, and a near-perfect Mediterranean climate. With an average annual temperature of 74 degrees and a high quality of life, it's home to more than 800,000 residents and consistently ranks among the safest regions in Southern California. The County's diverse economy spans tourism, agriculture, and high-tech industries across well-planned, vibrant communities.

Ventura County is a general-law county governed by a five-member Board of Supervisors, with a County Executive Officer overseeing daily operations, the budget, and strategic initiatives. The organization is committed to engagement and accountability and to fostering a respectful, inclusive environment that supports employees and the communities they serve.

Backed by a \$3 billion budget and more than 10,000 full-time equivalent positions, the County delivers a wide range of services through 27 departments and agencies—including public safety, social services, healthcare, resource management, parks, public works, airports, and the harbor. Six additional elected officials lead key departments: the Assessor, Auditor-Controller, Clerk-Recorder/Registrar of Voters, District Attorney, Sheriff, and Treasurer-Tax Collector.



What We Offer

In addition to an annual base salary of \$158,650 to \$222,132 (DOQ)

The Deputy Executive Officer Risk Operations will receive an attractive benefits package that includes:

- **GENERAL SALARY INCREASE:** A general salary increase of 3.5%, effective December 20, 2026, and 3.5% effective December 19, 2027.
- **EDUCATIONAL INCENTIVE:** may be eligible for 2.5%, 3.5%, or 5%, based on completion of an associate, bachelor's, or graduate degree from an accredited institution, not required for the position.
- **RETIREMENT/SOCIAL SECURITY:** Defined retirement benefits vest after 5 years of service. The County and you also each contribute to Social Security. For more information, visit: www.vcera.org. If you are eligible, you may establish reciprocity with other public retirement systems, such as CalPERS.
- **HEALTH PLANS:** Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to \$1,024.11 biweekly.
- **FLEXIBLE SPENDING ACCOUNTS:** Increase your spending power by reimbursing you with pre-taxed dollars for IRS-approved dependent care and health care expenses.
- **ANNUAL LEAVE:** 248 hours earned per year, increasing to 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service.
- **ANNUAL LEAVE REDEMPTION:** The ability to "cash out" or redeem up to 160 hours of Annual Leave per year after using 80 hours.
- **HOLIDAYS:** 13 paid days per year, including 1 floating holiday to use at your discretion.
- **DEFERRED COMPENSATION:** You may elect to contribute to one or both of the County's deferred compensation plans (established under Internal Revenue Code sections 401(k) and 457). If you participate in the County-sponsored 401(k) plan, the County will match a part of your contribution up to 3% of your salary, on a per pay period basis. Following 5 years of continuous County service, an additional 2% non-elective contribution will be made to the 401(k) plan.
- **Other benefits include:** Disability Plans; Employee Assistance Program; County-paid Life Insurance; Tuition Reimbursement; Benefit Reimbursement Program; Wellness Program; and WorkLife Program, which includes child care and elder care referrals.
- **Work Schedule:** Our team operates on a regular, in-office schedule: Monday through Friday. We ensure support for all County agencies, promote seamless collaboration, and allow for consistent personal planning.



Recruitment Process

To APPLY for this executive opportunity, please submit a **resume and cover letter** that illustrate all of the following:

- **Leadership in a Government Setting:** Oversight of major risk programs and coordination with technical managers; experience keeping executives informed and supporting high-level decision-making.
- **Strategic Direction:** Involvement in setting goals, improving systems, and advancing cross-department initiatives.
- **Collaboration:** Work with departments, legal counsel, brokers, carriers, and other partners on complex or sensitive issues.
- **Policy & Compliance:** Experience contributing to policy development and ensuring consistent, compliant practices.
- **Team Development:** Coaching, mentoring, and strengthening staff capability and performance.

Submit in one of the following ways:

Submit your resume and cover letter online at <http://www.venturacounty.gov/jobs>
OR **E-mail to:** Bill.Friedel@venturacounty.gov

This recruitment will remain open until filled, and applications will be reviewed on a rolling basis. To receive prompt consideration, please submit your materials as soon as possible. All relevant experience, training, and education must be included to determine eligibility. For more information about this position, please contact Bill Friedel at (805) 654-2419 or at Bill.Friedel@venturacounty.gov

Interview Process

Well-qualified candidates, as evidenced by their résumés, will be invited to an initial phone or one-way video interview. Candidates who advance will be invited to an in-person panel interview. Top finalists will then meet with County Executive Office leadership for a final interview. Interviews may be consolidated or expanded depending on the size and quality of the candidate pool.

Background Investigation

The selected candidate may be subject to a thorough background investigation, which may include inquiries into past employment, education, criminal history, and driving record. In addition, the successful candidate will undergo DOJ/FBI Live Scan fingerprinting.

Equal Employment Opportunity

The County of Ventura is an equal opportunity employer. We welcome applicants regardless of age, ancestry, color, disability, family or medical leave status, gender identity or expression, genetic information, marital or medical condition, military or veteran status, national origin, political affiliation, race, religion, sex (including pregnancy-related conditions), or sexual orientation.