



Senior Management Consultant (Manager IV)

Chief Executive Office

\$102,460 - \$153,670 Annually

Apply by November 10TH, 2025

Stanislaus County
now offers an employee
bonus worth up to
\$10,000 or 21
additional days of
leave time!*

**See inside for details*

ABOUT THE DEPARTMENT

Joining the Chief Executive Office is an exciting opportunity to work in the heart of County administration and actively support the County's commitment to its Mission, Vision, and Values. The Chief Executive Office is responsible for implementing policy directives from the Board of Supervisors, overseeing operations of 27 County Departments, leading Countywide HR and personnel management, and fostering strong partnerships with various community organizations and constituents. Working in this capacity provides the opportunity to comprehensively view County operations and assist in achieving the County's goals and objectives.

With approximately 80 employees, the Chief Executive Office plays a critical role in managing the County's \$1.9 billion budget, ensuring efficient resource allocation and fiscal responsibility. This role offers a broad perspective on County operations, strengthening collaboration and advancing key initiatives. Although budget administration and policy are significant, success also depends on building connections, sharing knowledge, and working toward shared goals. The Chief Executive Office is the place to be for those interested in understanding County Government at the global level and making a difference in the community.

*Becoming a community of choice, where people live, work, and thrive -
a place worthy of calling home.*

THE POSITION

Stanislaus County is currently accepting applications for the position of Senior Management Consultant (Manager IV) in the Chief Executive Office.

The Senior Management Consultant (Manager IV) reports to the Assistant Executive Officer or Deputy Executive Officer and serves as a resource to executive leadership, providing critical support on department priorities and initiatives. The position works closely with leadership on policy-related decisions that are critical to department success and actions that have a significant impact on the County organization and the community. Responsibilities include budgeting, accounting, fiscal management, managing projects, conducting research and analysis, and assisting with operational assignments. Work may involve budget development, monitoring, and recommendations; and writing comprehensive reports, Board briefing materials, and professional documents and presentations for departments, the Board of Supervisors, and the public. The Manager IV collaborates with executives, department heads, and cross-functional teams to ensure assignments are completed with accuracy, timeliness, and alignment to County priorities, requiring adaptability, strong organizational skills, and discretion in handling sensitive, high-level matters.



THE IDEAL CANDIDATE

The ideal Senior Management Consultant (Manager IV) is a proactive, organized professional who thrives in a fast-paced environment and supports executive leadership in driving important projects forward. This candidate is skilled at managing multiple assignments, analyzing information, overseeing budgets and fiscal operations, and presenting findings clearly to inform decisions.

The ideal candidate works well with a variety of stakeholders, including department staff, executives, and community partners. They bring experience in fiscal planning, budget development, and monitoring expenditures to ensure resources are used effectively and in alignment with County priorities. Further, this candidate is adept at navigating administrative functions with experience in managing teams, grants and/or contract operations efficiently and effectively.

The position requires someone who is flexible, able to manage competing priorities, and maintains professionalism, discretion, and a strong commitment to public service. Strong communication, problem-solving, organizational, and fiscal management skills are essential for contributing to the success of the department and the County.

Scan the QR code to learn more about the Chief Executive Office or visit www.stancounty.com/ceo



THE TYPICAL TASKS

- Support development, monitoring, and management of departmental budgets and performance strategies
- Assist aligning departmental goals, resources, and budgets with County priorities
- Review organizational, operational, and fiscal issues and provide recommendations for improvement
- Research, analyze, and present financial and operational data clearly to inform leadership decisions
- Prepare and deliver presentations for diverse audiences, including executives and the Board of Supervisors, emphasizing fiscal implications
- Assist with organizational studies, performance tracking, and special projects, integrating fiscal analysis as needed
- Identify resources and processes to increase efficiency, effectiveness, and fiscal accountability in assigned projects
- Conduct analysis, develop reports, and offer recommendations to guide operational and budgetary decision-making
- Work effectively with staff at all levels, partner agencies, and community stakeholders to advance fiscal and operational priorities
- Serve as a resource and advisor to executives and staff on operational, policy, and financial management matters
- Build strong working relationships and support collaborative problem-solving across departments to align fiscal and program goals
- Manage and provide support for special projects and assignments, including related budget oversight
- Assist in drafting policy recommendations, internal memos, or briefing materials for leadership review, incorporating budgetary considerations
- Facilitate meetings, workshops, or briefings to support strategic planning and fiscally informed decision-making
- Assist with projects requiring coordination across departments, ensuring compliance with financial and budgetary policies

MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Leadership & Administration
- Relationship Building & Collaborative Leadership
- Effective Written & Oral Communication
- Policy Development & Compliance
- Problem Solving & Decision Making
- Results Based Accountability
- Personnel & Human Resources
- Critical Thinking
- Customer Focus
- Project Management
- Finance Management
- Adaptability & Flexibility
- Public Speaking
- Attention to Detail

EDUCATION & EXPERIENCE

- A Bachelor's degree from an accredited college or university; AND
- Four (4) years of progressively responsible management experience in a public agency performing duties involving project management, organizational support, and/or budget/finance duties.

** Additional experience as described above may be substituted for education on a year-for-year basis*

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 525-6341 to make other arrangements by application deadline. Failure to submit proof will result in disqualification.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening will focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- Completion of major coursework in accounting, economics, or a closely related field
- Two (2) years of progressively responsible work experience in government accounting
- Two (2) years of experience working in a management position performing duties in finance or budget, preferably within Stanislaus County

We've got you covered...

Take a peek into our total compensation offerings!



2025 Insurance Rates for Full-Time Employees



2025 Benefit Summary
(see page 5)



\$900 Annual Professional Development
(see page 204)



Up to \$5,000 in Moving Allowance
(see page 200)

Click the underlined text to be directed to the links!

QUICK GUIDE TO APPLYING



APPLICATION PROCESS



Find the
Right Job



Update Your
Application



Submit Your
Application



Wait for
Processing



Receive Notice of
Application Status

APPLICATION BEST PRACTICES

BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

COMMON MISTAKES TO AVOID

WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



STANISLAUS
COUNTY HUMAN
RELATIONS

Take Your Place.



JOIN OUR TEAM and receive a bonus worth UP TO \$10,000!

or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera
app to watch the Employee Choice
Bonus Plan video!



Cash Payout

Redo that kitchen
or paydown debt.

It's all yours.



Leave Time

Take a little extra time
off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable
income and receive it later.

Why not?



STANISLAUS
COUNTY HUMAN
RELATIONS

Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 BONUS CASH PAYMENT

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$102,460 - \$153,670

The County of Stanislaus provides a competitive and comprehensive benefits package for management employees including:

Insurance: Extensive health, dental, and vision coverage options for employees and dependents

Professional Development: \$900 per Fiscal Year

Voluntary Deferred Compensation Plan (457B) plus 1.5% base pay contributed by the County

Life and Disability Insurance: Term life insurance policy, as well as Accidental Death/Disability coverage

Vacation: Accruing biweekly:
2 weeks for the first two years
3 weeks per year 3 thru 10
4 weeks per year 11 thru year 20
5 weeks per year beginning at year 21
Vacation accruals are subject to maximum limits

Holidays: 12 paid holidays annually

Sick Leave: Sick leave is accrued at a rate of 96 hours per year

Moving Allowance: Recruited from out-of-County up to \$5,000

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit stanjobs.org for details.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Human Resources to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

APPLICATION PROCEDURES/FINAL FILING DATE: Apply by November 10th, 2025

Oral Examinations are tentatively scheduled for the week of November 24th, 2025

Note: The eligible list generated from this recruitment may be used to fill future extra-help, part-time and full-time vacancies throughout Stanislaus County.

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.